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

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
TEXTRON MASTER RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 076

1c Effective date of plan 12/28/1945

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)
TEXTRON INC.

40 WESTMINSTER STREET
PROVIDENCE, RI 02903-2525

2b Employer Identification Number (EIN) 05-0315468

2c Plan Sponsor's telephone number 401-421-2800

2d Business code (see instructions) 339900

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.	07/11/2024	JOYCE LAFOND
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

TEXTRON INC.

40 WESTMINSTER STREET
PROVIDENCE, RI 02903

3b Administrator's EIN
05-0315468

3c Administrator's telephone number
401-421-2800

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**	53000
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)**	7320
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	6888
b	Retired or separated participants receiving benefits	**6b**	26577
c	Other retired or separated participants entitled to future benefits	**6c**	11865
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	45330
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	6373
f	Total. Add lines **6d** and **6e**.	**6f**	51703
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	45
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 1B 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)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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
TEXTRON MASTER RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 076

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

D Employer Identification Number (EIN)
05-0315468

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 2023

2 Assets:

a Market value	**2a**	4982696385
b Actuarial value	**2b**	5480966024

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	35493	2594162402	2594162402
b For terminated vested participants	14645	654983927	654983927
c For active participants	8642	799512543	848084449
d Total	58780	4048658872	4097230778

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**	5.26 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	47925652
b Expected plan-related expenses	**6b**	19900000
c Target normal cost	**6c**	67825652

Statement by Enrolled Actuary

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

SIGN HERE

Signature of actuary

05/09/2024
Date

JOSEPH A GRONDIN
Type or print name of actuary

23-06662
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

248-936-7700
Telephone number (including area code)

26555 EVERGREEN ROAD
SUITE 1600
SOUTHFIELD, MI 48076
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	1031702322
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	1031702322
10	Interest on line 9 using prior year's actual return of -15.51 %	0	-160017030
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 5.42 %		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	871685292

Part III Funding Percentages

14	Funding target attainment percentage	14	112.49 %
15	Adjusted funding target attainment percentage	15	133.77 %
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	116.39 %
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
			Totals ► 18(b)	0	18(c) 0

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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 %	5.00 %	5.74 %	☐ 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**	67825652
b Excess assets, if applicable, but not greater than line 31a	**31b**	67825652

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

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

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan	**B** Three-digit plan number (PN) ▶	
TEXTRON MASTER RETIREMENT PLAN		076
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
TEXTRON INC.	05-0315468	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

FIDELITY INVESTMENTS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 28 37 51 60 64 65 71	NONE	2550965	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

TEXTRON INC. ADMIN

05-0315468

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 50	ADMIN	1117675	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

WILLIS TOWERS WATSON, LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	377961	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

ERNST & YOUNG

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	163032	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PROSKAUER ROSE, LLP

35-1840454

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 51	NONE	57473	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
TEXTRON MASTER RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 076

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

D Employer Identification Number (EIN)
05-0315468

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: TEXTRON INC. MASTER TRUST

b Name of sponsor of entity listed in (a): TEXTRON, 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)
13-3380685-001	M	5244382313

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
TEXTRON MASTER RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 076

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

D Employer Identification Number (EIN)
05-0315468

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 reported 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)		
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)	4972448304	5244382313
(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	4972448304	5244382313
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	1640829	2005463
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	1640829	2005463
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	4970807475	5242376850

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.

			(a) Amount	(b) Total
	Income			
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
	(B) Participants	2a(1)(B)		
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		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)		0
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		550329548
(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		550329548
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	265143146	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		265143146
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	3918260	
(4) IQPA audit fees	2i(4)	171183	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	377961	
(8) Legal fees	2i(8)	69426	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	12428776	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		16965606
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		282108752
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		268220796
l Transfers of assets:			
(1) To this plan	2l(1)		3348579
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [ ] 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: ERNST & YOUNG LLP **(2)** EIN: 34-6565596

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**	X		930164800
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 521418.

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

2023

This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
TEXTRON MASTER RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 076

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

D Employer Identification Number (EIN)
05-0315468

Part I Distributions

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

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

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

EIN(s): 13-5160382

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 93

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
Public Equity: 46.0 % Private Equity: 15.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 21.0 %
High-Yield Debt: 3.0 % Real Assets: 11.0 % Cash or Cash Equivalents: 0.0 % Other: 4.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

FINANCIAL STATEMENTS

Textron Master Retirement Plan
Years Ended December 31, 2023 and 2022
With Report of Independent Auditors

Textron Master Retirement Plan

Financial Statements

Years Ended December 31, 2023 and 2022

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Report of Independent Auditors

Plan Administrator and Participants

Textron Master Retirement Plan

Opinion

We have audited the financial statements of Textron Master Retirement 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 benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2023 and 2022, and the changes in its net assets available for 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 (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

Ernst & Young LLP

June 12, 2024

Textron Master Retirement Plan

Statements of Net Assets Available for Benefits

	December 31	
	2023	2022
Assets		
Investment in the Textron Master Trust Fund, at fair value *(Note 5)*	**$ 5,244,382,313**	$ 4,972,448,304
Total assets	**5,244,382,313**	4,972,448,304
Liabilities		
Accrued administrative expenses	**2,005,463**	1,640,829
Total liabilities	**2,005,463**	1,640,829
Net assets available for benefits	**$ 5,242,376,850**	$ 4,970,807,475

See accompanying notes.

Textron Master Retirement Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2023	2022
Additions		
Equity in net earnings of the Textron Master Trust Fund *(Note 5)*	**$ 550,329,548**	$ -
Transfers from other plan	**3,348,579**	5,304,295
Total additions	**553,678,127**	5,304,295
Deductions		
Equity in net loss of the Textron Master Trust Fund *(Note 5)*	**$ -**	$ 999,072,951
Benefit payments	**265,143,146**	269,441,191
Administrative expenses	**16,965,606**	9,126,328
Total deductions	**282,108,752**	1,277,640,470
Net increase/(decrease)	**271,569,375**	(1,272,336,175)
Net assets available for benefits at beginning of year	**4,970,807,475**	6,243,143,650
Net assets available for benefits at end of year	**$ 5,242,376,850**	$ 4,970,807,475

See accompanying notes.

Textron Master Retirement Plan

Notes to Financial Statements

December 31, 2023

1. Description of the Plan

The Textron Master Retirement Plan (the Plan) is a noncontributory defined benefit pension plan. The Plan covers certain eligible domestic salaried and hourly employees of Textron Inc. (Textron) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). For a description of the Plan, refer to the Plan document, which is available at the personnel office of Textron.

The Plan is a part of the Textron Retirement Program, which applies to salaried employees and uses a structure known as a "floor-offset arrangement." A floor-offset arrangement is comprised of both a defined benefit plan and a defined contribution plan (the Retirement Account Plan). The defined benefit plan establishes a minimum benefit accrual for each participant and is determined with reference to the participant's account balance in the defined contribution plan (the offset benefit). The benefit is payable first from the participant's vested account balance in the defined contribution plan. Then, only to the extent necessary to reach the defined benefit plan's minimum benefit accrual, benefits are payable from the defined benefit plan. In 2023 and 2022, $3,348,579 and $5,304,295, respectively, were transferred into the Plan from the Retirement Account Plan.

The Plan has been closed to new participants for all businesses and bargaining units.

2. Significant Accounting Policies

Basis of Accounting

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

Benefit Payments

Benefit payments to participants are recorded when paid.

Valuation of Investments

The Plan's investments and those investments held in the Textron Master Trust (the Master Trust) are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). See Note 6 for further discussion of fair value measurements.

Investments in public securities traded on a national securities exchange are valued at the last reported sales price on the last business day of the Plan year. Public fixed income securities are also priced in this manner, assuming the bonds trade on the last business day. However, if the bond does not trade, the price is determined by third-party pricing services, which consider such factors as reported prices and extent of trading activity in similar investments, quality ratings, maturity date, call provisions and other factors in determining fair value.

Commingled funds are groups of investments similar to mutual funds in that they provide diversification by holding various equity and debt securities. The fair value of these investments reflect the net asset value of the fund at each valuation date as determined by the investment managers. Investments in commingled funds are classified as Level 1 investments in the fair value hierarchy.

Private security (limited partnerships) valuations are provided on a quarterly basis by the investment managers, general partners, or external valuation services to the Trustee. These valuations take into consideration factors such as investment type, reported prices, extent of trading activity in similar investments, company fundamentals, quality ratings, maturity date, call provisions, and changes in economic conditions relating to the investment. During the period between the date of the valuation and the pricing date cash flows are reported to and updated by the Trustee.

Valuations of direct real estate investments are estimated by the Plan's external real estate manager, Core and Value Advisors LLC, on an annual basis and at least once every three years by a qualified third-party appraiser. Factors such as real estate type, market conditions, property performance, valuation of comparable properties, and consultations with external real estate advisors are considered in determining fair value.

Income Recognition

Purchases and sales of securities are recorded on the trade date. Gains and losses on the sale of investments are determined based on the average cost of the investment. Net appreciation/depreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year. Dividend income is recorded on the ex-dividend date. Income from other investments is recorded as earned on an accrual basis.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits (see Note 10) are those estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to: (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries. Benefits for retired or terminated employees or their beneficiaries are based on a formula, which includes compensation, as defined in the Plan documents, and years of credited service. Benefits payable under all circumstances – retirement, death, disability, and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the valuation date. The accumulated plan benefit information is presented at the beginning of each Plan year.

The interest rate used to determine accumulated plan benefits is adjusted to reflect administrative expenses paid by the Plan.

Administrative Expenses

Administrative expenses consist of investment advisor fees, actuarial fees, custodial fees, Pension Benefit Guaranty Corporation (PBGC) premiums, consulting fees, legal fees, auditing fees and other professional services fees.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Subsequent Events

Management evaluated subsequent events for the Plan through June 12, 2024, the date the financial statements were available to be issued.

3. Funding Policy

Textron contributes amounts sufficient to meet minimum funding requirements as set forth in employee benefit and tax law plus such additional amounts, if any, as management may determine in its sole discretion to be appropriate. The Plan has met the ERISA minimum funding requirements for 2023 and 2022.

4. Plan Termination

Should the Plan terminate at some future time, its net assets may generally not be available on a pro rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all. Information about the PBGC's benefit guarantee is available in the Summary Plan Description, which is available at the personnel office of Textron.

5. Investment in the Textron Master Trust Fund

The investments of the Plan are held in the Master Trust, which also holds the assets of other Textron-sponsored pension plans. The Plan is administered under the terms of a Master Trust Agreement, dated March 1, 2011, with BNY Mellon. Investment income and changes in unrealized gain or loss on investments of the Master Trust are allocated monthly among the participating plans in proportion to the adjusted market value of the Master Trust attributable to each plan, as determined by BNY Mellon. The adjusted market value is calculated by adding to the market value at the end of the previous period the contributions and income received for each plan during the period and subtracting benefit payments and expenses for each plan during the period. On this basis, 68.94% and 69.02% of the Master Trust's net assets were attributed to the Plan as of December 31, 2023 and 2022, respectively. Fair market value for each type of investment is determined as discussed in Note 6, Fair Value Measurements.

The net assets of the Master Trust at December 31, 2023 are as follows:

	Textron Master Trust	Plan's Interest in Textron Master Trust
Investments in securities:		
Common stock	**$ 1,478,437,617**	$ 1,019,174,274
Exchange traded funds	**851,422,434**	586,935,716
Government bonds	**835,325,389**	575,839,073
Corporate bonds	**595,589,306**	410,574,847
Mutual funds	**357,984,370**	246,779,747
Registered investment companies	**49,432,653**	34,076,844
Short-term investment funds	**186,745,392**	128,734,616
Investments in partnerships, real estate and other:		
Commingled funds	**1,358,213,326**	936,296,577
Private investment partnerships	**1,056,614,804**	728,386,922
Real estate	**796,089,505**	548,791,463
Total investments	**7,565,854,796**	5,215,590,079
Interest and dividends receivable	**19,649,738**	13,545,723
Receivable for security purchases	**30,767,079**	21,209,563
Payable for security purchases	**(17,029,253)**	(11,739,268)
Accrued expenses	**(7,111,423)**	(4,902,324)
Outstanding transfers between plans	**-**	10,678,540
	$ 7,592,130,937	$ 5,244,382,313

The net assets of the Master Trust at December 31, 2022 are as follows:

	Textron Master Trust	Plan's Interest in Textron Master Trust
Investments in securities:		
Common stock	**$ 1,642,104,358**	$ 1,133,426,649
Exchange traded funds	**389,960,287**	269,161,567
Government bonds	**569,095,499**	392,805,732
Corporate bonds	**663,237,528**	457,785,210
Mutual funds	**367,611,275**	253,735,649
Registered investment companies	**120,485,799**	83,162,690
Short-term investment funds	**309,717,635**	213,775,829
Investments in partnerships, real estate and other:		
Commingled funds	**1,165,781,148**	804,654,962
Private investment partnerships	**1,069,344,901**	738,091,950
Real estate	**865,766,056**	597,576,101
Total investments	**7,163,104,486**	4,944,176,339
Interest and dividends receivable	**25,670,160**	17,718,267
Receivable for security purchases	**34,004,780**	23,471,056
Payable for security purchases	**(9,548,780)**	(6,590,837)
Accrued expenses	**(9,165,840)**	(6,326,521)
	$ 7,204,064,806	$ 4,972,448,304

For the year ended December 31, 2023, the Plan's interest in the Textron Master Trust included $10,089,968 of transfers owed from other plans reflecting benefit payments made to participants of these other plans out of the assets of the TMRP as well as $588,572 related to the accumulated returns on these amounts though year-end. This balance was collected in May 2024.

The investments of the Master Trust (including investments bought, sold, and held during the year) appreciated by $642,185,588 and depreciated by $1,636,302,077 in 2023 and 2022, respectively. During 2023 and 2022, interest and dividend income earned by the Master Trust was $128,626,131 and $134,659,382, respectively. Other income for 2023 and 2022 was $53,620,764 and $88,889,398, respectively.

Included in the net earnings of the Master Trust were the Plan's share of the non-Plan specific administrative expenses of $18,985,855 and $24,501,220 for 2023 and 2022, respectively.

Certain Master Trust investments require additional capital commitments. The callable commitments associated with real estate and private equity partnerships amounted to $115,241,891 and $487,347,990 respectively, at December 31, 2023.

6. Fair Value Measurements

Accounting Standards Codification (ASC) 820, *Fair Value Measurement*, defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). ASC 820 includes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under ASC 820 are described below:

Level 1 – Unadjusted quoted prices in active markets that are accessible to the reporting entity at the measurement date for identical assets and liabilities.

Level 2 – Inputs other than quoted prices in active markets for identical assets and liabilities that are observable either directly or indirectly for substantially the full term of the asset or liability. Level 2 inputs include the following:

- Quoted prices for similar assets and liabilities in active markets
- Quoted prices for identical or similar assets or liabilities in markets that are not active
- Observable inputs other than quoted prices that are used in the valuation of the asset or liabilities (e.g., interest rate and yield curve quotes at commonly quoted intervals)
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means

Level 3 – Unobservable inputs for the asset or liability (i.e., supported by little or no market activity). Level 3 inputs include management's own assumption about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The level in the fair value hierarchy within which the fair value measurement is classified is determined based upon the lowest level input that is significant to the fair value measurement in its entirety.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets carried at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Not Subject to Leveling
Common stock	**$ 1,478,437,617**	**$ -**	**$ -**	**$ -**
Exchange traded funds	**851,422,434**	**-**	**-**	**-**
Government bonds	**679,103,944**	**156,221,445**	**-**	**-**
Corporate bonds	**-**	**595,589,306**	**-**	**-**
Mutual funds	**357,984,370**	**-**	**-**	**-**
Registered investment companies	**49,432,653**	**-**	**-**	**-**
Short-term investment funds	**185,477,067**	**1,268,325**	**-**	**-**
Commingled funds:				
Domestic equity securities	**1,059,383,698**	**-**	**-**	**-**
International equity securities	**180,200,083**	**-**	**-**	**-**
Corporate debt	**118,629,545**	**-**	**-**	**-**
Private investment partnerships	**-**	**-**	**-**	**1,056,614,804**
Real estate	**-**	**-**	**508,253,149**	**287,836,356**
Total assets at fair value	**$ 4,960,071,411**	**$ 753,079,076**	**$ 508,253,149**	**$ 1,344,451,160**

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets carried at fair value as of December 31, 2022:

	Level 1	Level 2	Level 3	Not Subject to Leveling
Common stock	$ 1,642,104,358	$ -	$ -	$ -
Exchange traded funds	389,960,287	-	-	-
Government bonds	329,867,750	239,227,749	-	-
Corporate bonds	486,404	662,751,124	-	-
Mutual funds	367,611,275	-	-	-
Registered investment companies	120,485,799	-	-	-
Short-term investment funds	306,140,038	3,577,597	-	-
Commingled funds:				
Domestic equity securities	834,271,646	-	-	-
International equity securities	305,469,736	-	-	-
Corporate debt	26,039,766	-	-	-
Private investment partnerships	-	-	-	1,069,344,901
Real estate	-	-	569,625,864	296,140,192
Total assets at fair value	$ 4,322,437,059	$ 905,556,470	$ 569,625,864	$ 1,365,485,093

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the year ended December 31, 2023:

	Real Estate
Balance, beginning of year	$ 569,625,864
Unrealized loss relating to instruments still held at the reporting date	(60,079,125)
Realized gains	11,647,881
Purchases, sales and settlements, net	(12,941,471)
Balance, end of year	$ 508,253,149

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the year ended December 31, 2022:

	Real Estate
Balance, beginning of year	$ 599,058,618
Unrealized loss relating to instruments still held at the reporting date	(9,605,203)
Realized gains	10,716,158
Purchases, sales and settlements, net	(30,543,709)
Balance, end of year	$ 569,625,864

Valuation Methodologies Used for Assets Measured at Fair Value

Common stock, mutual funds, registered investment companies, and exchange traded funds are traded and quoted on an open market and are valued at their quoted market price.

Short-term investment funds primarily consist of cash, which is swept nightly into an institutional equivalent of a money market fund, for which the cash earns interest. These investments are valued at their cost basis plus accrued interest. The accrued interest is an observable input, but is not quoted on an active market. Therefore, we have classified these assets as Level 2 measurements. Some short-term investment funds are valued using net asset value (NAV) and are reflected as Level 1 investments.

Government bonds include bonds issued by various government entities, such as FNMA, FHLMC, and the U.S. Treasury, as well as a small number of municipalities. Corporate bonds include debt issued by corporate entities. U.S. Treasury bonds are traded and quoted on an active market and are valued at their quoted market price. These investments are classified as Level 1. Government Agency bonds, Municipal bonds, and Corporate bonds are traded using brokers which make the market, and price the bonds using published historical transactions for similar securities and a matrix pricing model. These inputs are

observable, although the investments are not quoted on an active market. Therefore, the assets are classified as Level 2 measurements.

The Common Collective Trust Funds (CCTs), or commingled funds, are groups of investments similar to mutual funds in that they provide diversification by holding various equity and debt securities. The fair value of these investments is quoted at the net asset value per share as determined by the issuer at each valuation date and they are considered Level 1 investments.

Private investment partnerships represent interests in funds which invest in equity, debt and other financial assets. Real estate includes owned properties and limited partnership interests in real estate partnerships. Owned properties are valued using certified appraisals at least every three years that are updated at least annually by the real estate investment manager based on current market trends and other available information. These appraisals generally use the standard methods for valuing real estate, including forecasting income and identifying current transactions for comparable real estate to arrive at a fair value. Limited partnership interests in real estate partnerships are valued similarly to private investment partnerships, with the general partner using standard real estate valuation methods to value the real estate properties and securities held within their portfolios. The Plan is generally unable to liquidate these investments during the term of the partnership or fund, which range from 10 to 15 years. Real estate partnerships and private investment partnerships are valued using NAV as a practical expedient and, therefore, are not subject to leveling within the fair value hierarchy.

Derivatives in the Plan are primarily used to manage risk and gain asset class exposure while still maintaining liquidity. Derivative instruments consist of equity futures. At December 31, 2023, the net notional amounts of equity futures were approximately $109 million. At December 31, 2022, the net notional amounts of equity futures were approximately $160 million. For the years ended December 31, 2023 and 2022, gains and losses on these derivative instruments were not material. Further, as of December 31, 2023 and 2022, the fair value of derivatives included in the master trust was not material.

7. Party-in-Interest Transactions

The Plan holds investments managed by the Bank of New York Mellon Corporation, the trustee of the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

8. Risks and Uncertainties

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

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

9. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS), dated May 10, 2021, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code and, therefore, the related trust and Master Trust are exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator has indicated that it will take the necessary steps, if any, to continue operating the Plan in compliance with the Code.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Accumulated Plan Benefits

An actuary from Willis Towers Watson estimates the actuarial present value of accumulated plan benefits for the Plan, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements, such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefit information as of December 31, 2022 is as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving payments	2,220,783,840
Other participants	1,111,880,986
Total vested benefits	3,332,664,826
Nonvested benefits	38,247,435
Total actuarial present value of accumulated plan benefits	3,370,912,261

Changes in the actuarial present value of accumulated plan benefits are as follows:

Actuarial present value of accumulated plan benefits at December 31, 2021	3,343,792,730
Increase (decrease) during the year attributed to:	
Decrease in the discount period	235,072,735
Benefits accumulated	33,156,564
Actuarial loss	29,105,795
Benefits paid	(269,133,474)
Assumption changes	(1,082,089)
Actuarial present value of accumulated plan benefits at December 31, 2022	3,370,912,261

Significant assumptions underlying the actuarial computations are as follows:

Assumed rate of return on investments	7.25% for 2022 valuation.
Mortality	Assumption changes included in actuarial present value of accumulated plan benefits largely reflect the impact of updates to our mortality assumption incorporating the results of an experience study performed. For ASC 960 purposes, the base mortality rates based on the PRI-2012 employee/annuitant mortality tables, projected generationally from 2012 by the MP-2021 improvement scale to 2018, with individual rates uniformly multiplied by a factor of 0.943. The base mortality rates were projected using the MP- 2021 scale, adjusted to a 0.75% rate for ages 65-84, grading down to 0% at age 95, with convergence to those long-term rates in 2028.
Retirement	Rates varying by age, average age 64.

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The actuary estimated the accumulated benefits as of January 1, 2023 and 2022. There have been no significant changes to the Plan that would have changed the valuation had they been performed as of December 31, 2022 and 2021.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2023

	Attained Years of Credited Service[2]										
Attained Age[1]	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	3	1	0	0	0	0	0	0	4
30-34	0	0	9	21	0	0	0	0	0	0	30
35-39	0	1	10	109	60	0	0	0	0	0	180
40-44	1	6	10	146	207	112	3	0	0	0	485
45-49	2	3	13	125	221	336	120	2	0	0	822
50-54	1	9	15	135	230	310	291	51	2	0	1,044
55-59	2	5	7	132	230	260	248	133	26	2	1,045
60-64	2	0	9	149	195	163	184	77	33	33	845
65-69	1	0	0	32	38	36	54	22	15	16	214
70 & over	3	0	1	6	4	7	3	2	0	2	28
Total	12	24	77	856	1,185	1,224	903	287	76	53	4,697

[1] Age and service for purposes of determining category are based on exact (not rounded) values.
[2] Does not include participants on leave or transferred participants as of January 1, 2023.

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Schedule of Active Participant Data as of January 1, 2023
Number and average account balance distributed by attained age and attained years of credited service

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	1	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	1	4	71	34	0	0	0	0	0	110
	-	-	-	142,837	151,664	-	-	-	-	-	147,596
40-44	0	6	5	101	119	19	0	0	0	0	250
	-	-	-	150,613	162,550	-	-	-	-	-	162,866
45-49	1	3	7	86	108	144	11	1	0	0	361
	-	-	-	146,928	156,332	185,366	-	-	-	-	168,844
50-54	1	9	11	95	122	114	73	13	1	0	439
	-	-	-	141,284	153,889	184,859	214,562	-	-	-	173,048
55-59	1	5	2	103	106	106	57	39	13	0	432
	-	-	-	133,381	148,545	186,668	195,280	202,165	-	-	167,788
60-64	1	0	1	121	79	64	42	22	18	10	358
	-	-	-	132,954	149,574	173,721	163,633	186,681	-	-	153,826
65-69	0	0	0	20	15	17	16	6	10	4	88
	-	-	-	135,546	-	-	-	-	-	-	154,222
70 & over	0	0	0	6	0	2	0	1	0	0	9
	-	-	-	-	-	-	-	-	-	-	-
Total	4	24	30	604	583	466	199	82	42	14	2,048
	-	234,064	212,294	140,140	154,031	181,854	194,546	192,393	177,757	147,327	164,070

[1] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
• First segment rate	4.75%	1.41%
• Second segment rate	5.00%	3.09%
• Third segment rate	5.74%	3.58%
• Effective interest rate	5.26%	3.23%

Annual rates of increase

• Compensation:	4.00%
• Future Social Security wage bases	3.50%
• Statutory limits on compensation	N/A

Plan related expenses

The amount included this year for plan-related expenses is $19,900,000.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3) 1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).

Termination (other than due to disability, retirement and death)

Representative rates at which participants are assumed to leave the Company are shown below.

- Main Pay-Related, Bell Asia, and UIC:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	0.00
25 – 29	12.00
30 – 34	12.00
35 – 39	10.00
40 – 44	10.00
45 – 49	8.00
50 – 54	8.00
55+	0.00

- Cessna Salaried Exempt:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	0.00
25 – 29	12.00
30 – 34	8.00
35 – 39	5.00
40 – 44	4.00
45 – 49	4.00
50 – 54	4.00
55+	0.00

SCHEDULE SB ATTACHMENTS

- Hourly:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	7.00
25 – 29	10.00
30 – 34	10.00
35 – 39	6.00
40 – 44	5.00
45 – 49	5.00
50 – 54	5.00
55+	0.00

Disability rates

No pre-retirement disablement is assumed for any participants other than Beechcraft participants. Representative rates at which Beechcraft participants are assumed to become disabled, by age and gender, are shown below:

	Percentage assumed to become disabled during the year	
Attained Age	Males	Females
25	0.001000	0.001000
30	0.001100	0.001100
35	0.001200	0.001200
40	0.001821	0.001821
45	0.002773	0.002773
50	0.004758	0.004758
55	0.008700	0.008700
60	0.013750	0.013750
65	0.018750	0.018750

Retirement

Rates at which active participants are assumed to retire are shown below.

SCHEDULE SB ATTACHMENTS

- Main Pay-Related, Bell Asia, and UIC:

Retirement rates by age:

Age	Rate %
55	9.00
56	9.00
57	9.00
58	8.00
59	9.50
60	13.00
61	13.00
62	18.00
63	18.00
64	18.00
65	25.00
66	25.00
67	30.00
68	30.00
69	30.00
70	100.00

- Cessna Salaried Exempt

Retirement rates by age:

Age	Rate %
55	6.00
56	6.00
57	6.00
58	6.00
59	6.00
60	10.00
61	10.00
62	10.00
63	14.00
64	14.00
65	15.00
66	15.00
67	15.00
68	15.00
69	15.00
70	100.00

SCHEDULE SB ATTACHMENTS

- Hourly

Retirement rates by age:

Age	Rate %
55	4.00
56	4.00
57	4.00
58	4.00
59	4.00
60	6.00
61	6.00
62	15.00
63	12.00
64	12.00
65	20.00
66	20.00
67	20.00
68	20.00
69	20.00
70	100.00

Surviving spouses of deceased active or terminated vested participants are assumed to begin benefits at the earliest permitted commencement date.

Retirement rates for terminated vested participants are assumed to be 64 for TMRP-salaried and 65 for all other participants.

Benefit commencement date:

- Preretirement death benefit — See Appendix B of this valuation report
- Deferred vested benefit — See Appendix B of this valuation report
- Disability benefit — See Appendix B of this valuation report
- Retirement benefit — See Appendix B of this valuation report

Form of payment — Participants are assumed to elect the normal form. For Beechcraft, 50% of actives and vested participants are assumed to elect the single life annuity and the remaining 50% are assumed to elect the 50% joint and survivor annuity.

SCHEDULE SB ATTACHMENTS

Percent married	For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of the participants are married for the majority of the subgroups. For the Bell Aerospace Non-union and Bell Aerospace Union groups, 90% of the participants are assumed to be married. For Beechcraft, 85% of male participants and 75% of female participants are assumed to be married.
Spouse age	Wife three years younger than husband.
Covered pay	Compensation assumed paid in the current year beginning on the valuation date is the current base pay and target bonus, if available. Otherwise, compensation in the prior year is assumed to be the prior year annualized pensionable earnings.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Retirement account balance	2% of compensation per year after January 1, 2007, accumulated with 7% interest per year.
Retirement account rollover option	It is assumed that 40% of participants eligible to roll their account balance into the pension plan at retirement will do so.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2020 plan year.)

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued including discussions with Textron regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Textron and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits in a single lump sum payment. Such lump sums are not explicitly valued as such; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor, through its third-party administrator, Fidelity Investments Inc., furnished participant data as of 1/1/2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Rates of increase in:	
• Compensation	Assumed compensation increases are based on plan sponsor expectations
• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
• Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts prepared by economists.

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Retirement	Retirement rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.

• Deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Form of payment	The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on general population statistics regarding marital status and historical election patterns.
Percent married	The percentage of participants who are assumed to be married is based on general population statistics on the marital status of individuals of retirement age.
Spouse age	The assumed difference between spouses' ages is based on general population statistics for married individuals of retirement age.

Source of Prescribed Methods

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

Changes in Assumptions and Methods

Change in assumptions since prior valuation	The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430. The mortality projection scale used to calculate the funding target and target normal cost was updated from MP-2020 to MP-2021, as required by IRC §430. The assumption of eligible participants rolling over their RAP account balance into the plan upon retirement was updated from 0% to 40%. Administrative expenses were updated from $12,000,000 in the prior valuation to $19,900,000 in the current valuation.

SCHEDULE SB ATTACHMENTS

Change in methods since prior valuation None.

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

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **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
TEXTRON MASTER RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 076

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

D Employer Identification Number (EIN)
05-0315468

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 2023

2 Assets:

a Market value	**2a**	4,982,696,385
b Actuarial value	**2b**	5,480,966,024

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	35,493	2,594,162,402	2,594,162,402
b For terminated vested participants	14,645	654,983,927	654,983,927
c For active participants	8,642	799,512,543	848,084,449
d Total	58,780	4,048,658,872	4,097,230,778

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**	5.26 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	47,925,652
b Expected plan-related expenses	**6b**	19,900,000
c Target normal cost	**6c**	67,825,652

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

Joseph A Grondin
Signature of actuary

05/09/2024
Date

Joseph A Grondin
Type or print name of actuary

2306662
Most recent enrollment number

Willis Towers Watson US LLC
Firm name

248-936-7700
Telephone number (including area code)

26555 Evergreen Road
Suite 1600
Southfield MI 48076
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	1,031,702,322
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	1,031,702,322
10	Interest on line 9 using prior year's actual return of -15.51 %	0	-160,017,030
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 5.42 %		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	871,685,292

Part III Funding Percentages

14	Funding target attainment percentage	14	112.49 %
15	Adjusted funding target attainment percentage	15	133.77 %
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	116.39 %
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
			Totals ► 18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0

20 Quarterly contributions and liquidity shortfalls:

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

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

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

Liquidity shortfall as of end of quarter of this plan year

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

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 %	5.00 %	5.74 %	☐ 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**	67,825,652
b Excess assets, if applicable, but not greater than line 31a	**31b**	67,825,652

32 Amortization installments:

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

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

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Textron Inc.
EIN/PN	05-0315468 / 076
Plan Name	Textron Master Retirement Plan
Valuation Date	January 1, 2023
Enrolled Actuary	Joseph A. Grondin
Enrollment Number	23-06662

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2023

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:	**Reflecting Corridors**	**Not Reflecting Corridors**
• First segment rate	4.75%	1.41%
• Second segment rate	5.00%	3.09%
• Third segment rate	5.74%	3.58%
• Effective interest rate	5.26%	3.23%

Annual rates of increase

• Compensation:	4.00%
• Future Social Security wage bases	3.50%
• Statutory limits on compensation	N/A

Plan related expenses

The amount included this year for plan-related expenses is $19,900,000.

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date

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

New or rehired employees

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

Mortality

Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3) 1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).

Termination (other than due to disability, retirement and death)

Representative rates at which participants are assumed to leave the Company are shown below.

- Main Pay-Related, Bell Asia, and UIC:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	0.00
25 – 29	12.00
30 – 34	12.00
35 – 39	10.00
40 – 44	10.00
45 – 49	8.00
50 – 54	8.00
55+	0.00

- Cessna Salaried Exempt:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	0.00
25 – 29	12.00
30 – 34	8.00
35 – 39	5.00
40 – 44	4.00
45 – 49	4.00
50 – 54	4.00
55+	0.00

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- Hourly:

Termination rates by age:

Age	Rate %
0 – 19	0.00
20 – 24	7.00
25 – 29	10.00
30 – 34	10.00
35 – 39	6.00
40 – 44	5.00
45 – 49	5.00
50 – 54	5.00
55+	0.00

Disability rates

No pre-retirement disablement is assumed for any participants other than Beechcraft participants. Representative rates at which Beechcraft participants are assumed to become disabled, by age and gender, are shown below:

	Percentage assumed to become disabled during the year	
Attained Age	Males	Females
25	0.001000	0.001000
30	0.001100	0.001100
35	0.001200	0.001200
40	0.001821	0.001821
45	0.002773	0.002773
50	0.004758	0.004758
55	0.008700	0.008700
60	0.013750	0.013750
65	0.018750	0.018750

Retirement

Rates at which active participants are assumed to retire are shown below.

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- Main Pay-Related, Bell Asia, and UIC:

Retirement rates by age:

Age	Rate %
55	9.00
56	9.00
57	9.00
58	8.00
59	9.50
60	13.00
61	13.00
62	18.00
63	18.00
64	18.00
65	25.00
66	25.00
67	30.00
68	30.00
69	30.00
70	100.00

- Cessna Salaried Exempt

Retirement rates by age:

Age	Rate %
55	6.00
56	6.00
57	6.00
58	6.00
59	6.00
60	10.00
61	10.00
62	10.00
63	14.00
64	14.00
65	15.00
66	15.00
67	15.00
68	15.00
69	15.00
70	100.00

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- Hourly

Retirement rates by age:

Age	Rate %
55	4.00
56	4.00
57	4.00
58	4.00
59	4.00
60	6.00
61	6.00
62	15.00
63	12.00
64	12.00
65	20.00
66	20.00
67	20.00
68	20.00
69	20.00
70	100.00

Surviving spouses of deceased active or terminated vested participants are assumed to begin benefits at the earliest permitted commencement date.

Retirement rates for terminated vested participants are assumed to be 64 for TMRP-salaried and 65 for all other participants.

Benefit commencement date:

- Preretirement death benefit — See Appendix B of this valuation report
- Deferred vested benefit — See Appendix B of this valuation report
- Disability benefit — See Appendix B of this valuation report
- Retirement benefit — See Appendix B of this valuation report

Form of payment — Participants are assumed to elect the normal form. For Beechcraft, 50% of actives and vested participants are assumed to elect the single life annuity and the remaining 50% are assumed to elect the 50% joint and survivor annuity.

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Percent married	For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of the participants are married for the majority of the subgroups. For the Bell Aerospace Non-union and Bell Aerospace Union groups, 90% of the participants are assumed to be married. For Beechcraft, 85% of male participants and 75% of female participants are assumed to be married.
Spouse age	Wife three years younger than husband.
Covered pay	Compensation assumed paid in the current year beginning on the valuation date is the current base pay and target bonus, if available. Otherwise, compensation in the prior year is assumed to be the prior year annualized pensionable earnings.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Retirement account balance	2% of compensation per year after January 1, 2007, accumulated with 7% interest per year.
Retirement account rollover option	It is assumed that 40% of participants eligible to roll their account balance into the pension plan at retirement will do so.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.

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Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2020 plan year.)

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued including discussions with Textron regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with Textron and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits in a single lump sum payment. Such lump sums are not explicitly valued as such; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor, through its third-party administrator, Fidelity Investments Inc., furnished participant data as of 1/1/2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

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Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Rates of increase in:	
• Compensation	Assumed compensation increases are based on plan sponsor expectations
• National average wages (NAW) (e.g., Social Security wage bases)	The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
• Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts prepared by economists.

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Retirement	Retirement rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.

• Deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Form of payment	The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on general population statistics regarding marital status and historical election patterns.
Percent married	The percentage of participants who are assumed to be married is based on general population statistics on the marital status of individuals of retirement age.
Spouse age	The assumed difference between spouses' ages is based on general population statistics for married individuals of retirement age.

Source of Prescribed Methods

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

Changes in Assumptions and Methods

Change in assumptions since prior valuation	The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430. The mortality projection scale used to calculate the funding target and target normal cost was updated from MP-2020 to MP-2021, as required by IRC §430. The assumption of eligible participants rolling over their RAP account balance into the plan upon retirement was updated from 0% to 40%. Administrative expenses were updated from $12,000,000 in the prior valuation to $19,900,000 in the current valuation.

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Change in methods since prior valuation None.

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Schedule SB, Line 24
Change in Actuarial Assumptions

- The assumption of eligible participants rolling over their RAP account balance into the plan upon retirement was updated from 0% to 40%.
- Administrative expenses were updated from $12,000,000 in the prior valuation to $19,900,000 in the current valuation.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Sponsor

Textron Inc.

Plan

Textron Master Retirement Plan (restated as of January 1, 2009)

Plans Merged into the Textron Master Retirement Plan

The following plans were merged into the Textron Master Retirement Plan (provisions summarized in Appendix B1) as of December 31, 1995:

Plan	Provision Summary
Harvard	Appendix B2
Holland	Appendix B3
Greenlee Genoa	Appendix B4
Vevay	Appendix B5
Micro-Precision	Appendix B6
Textron Hourly Plans	Appendix B7
Lycoming Turbine Engine	Appendix B8
Progressive Manufacturing, Inc.	Appendix B9

The following plans were merged into the Textron Master Retirement Plan as of December 31, 1996:

Plan	Provision Summary
Retiree Pension Plan	Appendix B10
Bell Aerospace Non-Union	Appendix B11
Bell Aerospace Union	Appendix B12

The following plans were merged into the Textron Master Retirement Plan as of December 31, 1998:

Plan	Provision Summary
Textron Pension Plan for Cessna Salaried Exempt Employees	Appendix B13

The following plans were merged into Textron Master Retirement Plan as of December 31, 2000:

Plan	Provision Summary
Cushman	Appendix B14
Greenlee Fairmont	Appendix B15

SCHEDULE SB ATTACHMENTS

Kautex Wilmington	Appendix B16

The following plan was merged into Textron Master Retirement Plan as of January 1, 2001:

Plan	Provision Summary
Micromatic	Appendix B17

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2001:

Plan	Provision Summary
Bell Asia	Appendix B18
Cessna Non-Exempt	Appendix B19
Cadillac Gage Greenville	Appendix B20
Cadillac Gage Warren	Appendix B21
HR Textron	Appendix B22
Jacobsen Racine	Appendix B23
McCauley (Local 5)	Appendix B24
McCauley (Local 225)	Appendix B25
Textron Marine and Land Systems	Appendix B26
Turbine Engine Components	Appendix B27

The following plan was merged into the Textron Master Retirement Plan as of December 31, 2005:

Plan	Provision Summary
Greenlee Union	Appendix B28

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2008:

Plan	Provision Summary
UIC Retirement	Appendix B29
Detroit Stoker	Appendix B30

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2014:

Plan	Provision Summary
Lycoming	Appendix B31
Beechcraft	Appendix B32

SCHEDULE SB ATTACHMENTS

Appendix B1: Summary of plan provisions – Main Pay-Related Formula

Plan Provisions

The most recent amendment reflected in the following plan provisions was effective January 1, 2007.

Participation date	A Covered Employee participates after being employed for at least 1,000 hours in first 12 months of employment or for any calendar year.

Definitions

Vesting service	Years and completed months of employment by an Employment Unit and any predecessor of such Employment Unit.
Pension service	The sum of: Pension service under Benefit Part 1 of the Textron Master Retirement Plan through December 31, 1975; plus Years and completed months of covered employment subsequent to December 31, 1975; plus Years and completed months of employment by a predecessor company if included pursuant to Plan amendment; plus Years and completed months subsequent to termination of employment as a result of total disability and prior to age 65, death, recovery or commencement of benefits under the Plan.
Compensation	Wages including 401(k) and flex deferrals, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.
Average compensation	Based on best consecutive 5 calendar years of Compensation during all employment with Textron.
Covered compensation	82.5% of the career average Social Security taxable wage base for an individual attaining Social Security Retirement Age in that year.

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Grandfathered employee

A Covered Employee on January 1, 2007 who had:

1. Attained age 60 or completed 5 years of vesting service no later than January 1, 2007

plus

2. Earned sufficient vesting service such that the sum of the member's age in completed years as of January 1, 2007 and full years of vesting service as of January 1, 2007 equals or exceeds 55.

Retirement account

The sum of:

1. The account balance in the Textron Retirement Account Plan

and

2. The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.

Retirement account actuarial equivalence

The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.

Retirement account rollover option

The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Benefit is equal to the greatest of 1, 2, 3, 4, or 5.

1. The sum of a and b

   a. The sum of (i) 1.50% of the difference between monthly Average Compensation and Covered Compensation, and (iii) 1.00% of the lesser of Covered Compensation or monthly Average compensation; times (iii) pension service through December 31, 2006 subject to a total limit of 35 years.

   and

   b. 4/3% of monthly Average Compensation times pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date);

2. $50 per year of pension service with service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in 1b.

3. For Participants listed on Supplement 3 to Addendum A, the monthly benefit listed in that Supplement

4. For Grandfathered Employees only: The sum of (i) 1.50% of the difference between monthly Average Compensation and Covered Compensation, and (ii) 1.00% of the lesser of Covered Compensation or monthly Average compensation; times (iii) pension service subject to a total limit of 35 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in 1b.

5. The participant's accrued benefit earned as of December 31, 2006.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a vested married Employee, the surviving spouse shall receive, commencing on the earliest commencement date of date of death if later, the 50% surviving spouse benefit that would have been payable to the spouse had the Employee terminated at death and elected early commencement of benefits. Upon the death of a participant eligible for Normal or Early Retirement, a death benefits will be payable to the beneficiary equal to 60 monthly payments of the participant's life annuity that would have been payable had he retired at death.
Monthly post-retirement death benefit	The beneficiary of a participant who dies while receiving or eligible to receive a normal or early retirement benefit, shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. Death benefits are equal to an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other elected option.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Eligibility is the earlier of: Age 60, Age 55 with at least 5 years of vesting service, or For employees hired prior to January 1, 2007, completion of 20 years of vesting service regardless of age.
Disability	Eligible for Federal Social Security benefits and disabled during employment.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement	For benefits payable under monthly pension benefit Section 1a, 3, 4 or 5 or for benefits accrued on or before December 31, 2006 under Normal Retirement Section 2, the Normal Retirement Benefit is reduced 5/12% for each month of benefit commencement before age 62 down to age 57, with reduction by table for commencement at younger ages. For benefits payable under Normal Retirement Section 1b and benefits accrued after December 31, 2006 under Normal Retirement Section 2, the Normal Retirement Benefit is reduced 5/12% for each month of benefit commencement before age 65 down to age 55, with reduction by table for commencement at younger ages.
Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit reduction that applies to benefits accrued after December 31, 2006 if commenced before age 65, but no earlier than age 55.
Disablement	Participant continues to accrue pension service and vesting service until the earlier of death, recovery, age 65 or pension commencement. Employees transferred to other Textron Plans who subsequently become disabled continue to accrue vesting service only.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

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Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B2: Summary of plan provisions – Harvard

Plan Provisions	
Covered employees	Non-union hourly-paid employees of Textron Inc. at its Harvard, Illinois plant.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1983.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly disability benefit	Monthly benefit based on twice the benefit level per year of pension service payable until age 65, at which time the benefits are recalculated based on the normal benefit accrued at disability retirement.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989, for this pre-retirement death benefit.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Monthly disability benefit payable until age 65, at which time the benefits are recalculated based on the normal benefit accrued at disability retirement.

SCHEDULE SB ATTACHMENTS

Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit reduction that applies to benefits accrued after December 31, 2006 if commenced before age 65, but no earlier than age 55.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B3: Summary of plan provisions – Holland

Plan Provisions	
Covered employees	Non-union hourly-paid employees of Textron Inc. at its Holland or Zeeland, Michigan plants.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to July 1, 1970.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service.
Monthly disability benefit	Monthly benefit based on twice the benefit level per year of pension service payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement.

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Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage, after January 1, 1989, for this pre-retirement death benefit.
Monthly post-retirement death benefit	Elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Monthly disability benefit payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement.
Vested termination	Accrued normal benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65.

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Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B4: Summary of plan provisions – Greenlee Genoa

Plan Provisions	
Participation date	An Employee participates at date of hire.
Covered employees	Genoa employees of Greenlee Textron Inc.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year. If less than 1,700 hours of service but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service is earned; provided that in any year where 1,000 hours are earned, a minimum of the ratio of hours earned to 2,080, rounded to the nearest tenth, shall be granted.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly basic benefit is equal to $27.00 per year of pension service. Monthly Supplemental benefit for participants who have made employee contributions equal to $1.50 per year of pension service.

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Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of Vesting service who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 15 years of Vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death. To provide this coverage, there is a charge to participants of 1/20% reduction in pension for each month the coverage is in effect after the later of January 1, 1996 or age 55.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Permanent and Total disability and 5 years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Reduced monthly by any other disability benefits, payable until Permanent and Total disability no longer applies or to age 65

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or benefits can be reduced for early commencement between the ages of 55 and 65 at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	Up to 5% per annum
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B5: Summary of plan provisions – Vevay

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the Vevay, Indiana plant of the Randall Division of Textron Inc., and the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 90, Local 2395, working at least 1,000 hours for the first 12 months of employment or any calendar year.
Participation date	An employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest ¼ year for less than 1,800 hours. Maximum pension service is 30 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $10.75 per year of pension service (maximum pension service is 30 years).
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

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Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 62 and 10 years pension service
Disability	10 years vesting service and eligible for Social Security disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 65
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 62 and 65, at the rate of ½% per month of commencement before age 65
Disablement	Accrued monthly pension benefit payable until the earlier of age 65 or recovery from disability. This benefit will be reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer. Commencing the first day of the month after eligibility.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None

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Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B6: Summary of plan provisions – Micro-Precision

Plan Provisions	
Covered employees	All hourly paid employees of Textron Inc. at its Berne, Indiana plant.
Participation date	An Employee who has attained age 21 and has been employed by the Company or an affiliate for one year will be eligible to participate.

Definitions	
Pension service	An Employee earns pension service for uninterrupted employment with the Company. Beginning January 1, 1976 one full year of pension service is earned for each Plan Year (calendar year) in which the Employee earns 1,000 or more hours of service; no credit for less.
Final average earnings	The final 60 months' average of an Employee's regular earnings, excluding bonuses, overtime and other non-recurring compensation.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	1% of the Employee's Final Average Earnings times full years of pension service (not in excess of 30).

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Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of pension service, who has not waived coverage, the surviving spouse shall receive 50% of the pension the participant would have been entitled to receive had he terminated at date of death, survived to earliest benefit commencement date, retired with the 50% joint and contingent option in effect and then died. Coverage is automatic. However, for participants over age 55, a reduction of 1/20% of the accrued benefit per month of coverage will be effective. Waiver can only be made with spousal consent.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	None
Disability	10 years pension service, total and permanent disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	None
Disablement	A monthly pension computed as if the participant had continued in employment to normal retirement date with his current Final Average Earnings in effect, multiplied by a ratio the numerator of which is the Participant's actual pension service at termination, and the denominator of which is his total possible pension service at normal retirement date, no maximum.
Vested termination	The accrued benefit as defined under "Disablement" above is payable in full at age 65, or reduced as follows (pro rata for intermediate ages):

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Age at Benefit Commencement	% of Benefit Payable
55	75.7%
56	77.6%
57	79.6%
58	81.8%
59	84.0%
60	86.5%
61	88.7%
62	91.3%
63	94.0%
64	96.8%
65	100.0%

Other Plan Provisions

Forms of payment The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension increases None

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B7: Summary of plan provisions – Textron Hourly Plans

Plan Provisions	
Covered employees	Hourly paid persons not represented by a collective bargaining unit employed by any of the participating units.
Participation date	An Employee participates according to the applicable schedule in the plan if employed for at least 1000 hours in the first 12 months of employment or for any calendar year.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year or 1,000 or more hours of service after the date specified in his participating unit's Benefit Schedule, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of pension service for each calendar year of 1,800 or more hours of service, reduced pro rata to the 1/10th year if less. Additional periods may be credited in accordance with each participating unit's Benefit Schedule.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

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Monthly pension benefit

Monthly benefit is equal to applicable rate below per year of pension service:

Benefit Division	Level
Angola	16.00
Avilla	17.00
Bates	16.00
Cessna Bend	21.00
Columbus	21.00
E-Z-Go	18.50
Homelite	13.00
Homelite Saw Chain	10.00
Jacobsen Arrowood	21.00
Lavonia (Winn)	16.00
Manchester (Winn)	15.50
McMinnville	12.00
Norwood	16.00
Pendleton	14.00
Speidel	13.00
Swannanoa	17.00

Monthly pre-retirement death benefit

Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989 for this pre-retirement death benefit.

Monthly post-retirement death benefit

The elected form of payment.

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 10 years of vesting service

Disability

Available to participants at the Angola, Columbus, Homelite, Jacobsen-Arrowood, Pendleton, and Swannanoa locations:
10 years Vesting service and eligible for Social Security disability, commencing 6 months after total disability

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Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62
Disablement	Unreduced accrued monthly pension benefit payable until the earlier of age 65 or recovery
Vested termination	Accrued normal benefit is payable in full at age 65, or reduced ½% per month for early commencement from age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

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Changes in Benefits Valued Since Prior Year

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

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Appendix B8: Summary of plan provisions – Lycoming Turbine Engine

Plan Provisions

Based on separate documents for each of the five participating units below (no active participants).

Supplemental Agreement Covering Pensions between Local 1010 of the UAW and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 539 of the UPGWA and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 376 of the UAW and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 1251 of the UAW and Textron Lycoming Division Avco Corp., Stratford, CT.

Supplemental Agreement Covering Pension non-union employees of Textron Lycoming Avco.

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B9: Summary of plan provisions – Progressive Manufacturing, Inc.

Plan Provisions	
Covered employees	Any employed persons maintaining the plan and including any leased employees or self-employed individuals who adopt the plan.
Participation date	An Employee participates according to the applicable schedule in the plan if employed for at least 1,000 hours in the first 12 months of employment or for any calendar year.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of pension service for each calendar year of 1,000 or more hours of service.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $18.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989 for this pre-retirement death benefit.

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Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	None
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	None
Disablement	Unreduced accrued monthly benefit until date of disability
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced ½% per month for early commencement from age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B10: Summary of plan provisions – Retiree Pension Plan

Plan Provisions

Provisions	Based upon separate documents for each participating unit; no active participants.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B11: Summary of plan provisions – Bell Aerospace Non-Union

Plan Provisions	
Covered employees	All hourly non-union employees of Bell Aerospace Textron, Division of Textron Inc., at its Buffalo and Niagara Falls, New York locations.
Participation date	An employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours. On February 7, 1981, all pension service accruals ceased.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or age 62 with 10 years of vesting service.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, receive an additional monthly benefit of $14.60.
Level income special allowance	Participants retiring after attainment of age 60 and 20 years of Pension service shall receive a Level Income Supplemental Allowance (LISA) of $375 per month until age 62.
Monthly pension benefit	Monthly benefit is equal to $18.00 per year of pension service.

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Supplemental benefit	Participants retiring after attainment of age 60 and 10 years pension service, (but less than 20) will receive a temporary supplement equal to $96 per month (reduced by 5/9% for each month by which retirement precedes age 62) payable until age 62.
Monthly disability benefit	A monthly benefit of $325 is payable until age 65, at which time the benefits are recalculated.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vested service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest benefit commencement age and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	In addition to the elected form of payment, a lump sum benefit of $2,000 is payable to the employee's designated beneficiary.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years of vested service
Disability	10 years pension service and eligible for Social Security disability benefits, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced from age 62. For retirements after age 60 and 20 or more years of pension service, the benefit is payable unreduced

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Disablement	Monthly disability benefit payable until age 65, at which time the benefits are recalculated
Vested termination	Accrued monthly pension benefit is payable in full at age 62, or commencing between the ages of 55 and 62 with actuarial reduction

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 55% joint and survivor annuity with pop-up feature, life-only, or 100% joint and last surviving spouse may be elected.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B12: Summary of plan provisions – Bell Aerospace Union

Plan Provisions	
Covered employees	All persons covered by collective bargaining agreements with Bell Aerospace Textron, Division of Textron Inc., at its Buffalo and Niagara Falls, New York locations.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a Member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $23.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or age 62 with 10 years vesting service.
Monthly disability benefit	A monthly benefit of $350 payable until age 62.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vested service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time.

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Monthly post-retirement death benefit	The elected form of payment.
Special age 65 benefit	Retired employees over age 65 and Disability retirees who were employed after August 31, 1987, receive an additional monthly benefit of $17.90. Retirees over age 65 who terminated on or before August 31, 1987, receive an additional monthly benefit of $14.60.
Supplemental benefits	Participants retiring after attainment of age 60 and 10 years of pension service shall receive a temporary supplement equal to $96 per month (reduced by 5/9% for each month by which retirement precedes age 62) payable until age 62. Participants retiring after attainment of age 60 and 20 years of pension service shall receive a Level Income Supplemental Allowance (LISA) of $375 per month until age 62.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years pension service and eligible for Social Security disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced actuarially from age 62. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.
Disablement	Monthly disability benefit payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at termination.

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Vested termination	Accrued monthly pension benefit is payable in full at age 65, or actuarially reduced from age 62 for commencement on or after age 55.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 55% joint and survivor annuity with pop-future feature, life-only, or 100% joint and last surviving spouse may be elected.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B13: Summary of plan provisions – Textron Pension Plan for Cessna Salaried Exempt Employees

Plan Provisions	
Covered employees	Salaried exempt persons employed by an Employing Unit.
Participation date	A Covered Employee employed for at least 1,000 hours in first 12 months of employment or for any calendar year.

Definitions	
Plan membership	A participant is credited with 1 month of Plan Membership for each calendar month in which he shall be an Active Member and shall receive base compensation as a Salaried Exempt Employee.
Pension service	Plan membership before January 1, 2007 plus years and completed months as a Covered Employee after December 31, 2006 until severance and including service while totally disabled.
Compensation base	Average of the highest five consecutive years of compensation.
Compensation	Wages including 401(k) and flex deferrals, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.
Accumulated contributions	A participant's contributions to the Plan accumulated with interest at 120% of the Federal mid-term rates (as in effect on the first month of each Plan Year).
Final average monthly salary	Best consecutive 60-month average of the salary rates in effect on the first day of each month within the past 120 months including 100% of incentive compensation.

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Grandfathered employee

A Covered Employee on January 1, 2007 who had:

1. Attained age 60 or completed 5 years of vesting service no later than January 1, 2007

plus

2. Earned sufficient vesting service such that the sum of the member's age in complete years as of January 1, 2007 and full years of vesting service as of January 1, 2007 equals or exceeds 55.

Retirement account

The sum of:

1. The account balance in the Textron Retirement Account Plan

and

2. The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.

Retirement account actuarial equivalence

The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.

Retirement account rollover option

The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

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Monthly pension benefit

Benefit is equal to the greater of A, B, C, D or E:

A. The larger of 1 or 2:

1. Final Average Benefit Formula: $1\frac{1}{3}\%$ of Final Average Monthly Salary times Plan Membership (limited to 40 years) as of December 31, 2006.

2.

a. Career Average Benefit Formula: $1/12^{th}$ of $1\frac{3}{4}\%$ of base compensation (including 50% of incentive compensation) up to $23,400, plus 2% of base compensation in excess of $23,400, for each year while an active member of the Plan but only taking into account credited service as of December 31, 2006 (or if less, 35 years of pension service). For each year benefits accrue beyond 35 years, $1/12^{th}$ of 2% of base compensation shall accrue.

NOTE: Benefits will accrue under the career average benefit formula only for those individuals who were salaried employees as of July 1, 1990.

plus

b. 4/3% of the Compensation base, divided by 12 times Pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date)

B. For Grandfathered Employees only:

The larger of 1 or 2:

1. Final Average Benefit Formula: 4/3% of Final Average Monthly Salary times Plan Membership not in excess of 40 years with any portion of such amount that is attributable to Plan Membership earned after December 31, 2006 being offset by the participant's Retirement Account as described in A2.

2. Career Average Benefit Formula: 1/12th of $1\frac{3}{4}\%$ of base compensation (including 50% of incentive compensation) up to $23,400, plus 2% of base compensation in excess of $23,400, for each year while an active member of the Plan (or if less, 35 years of credited service). For each year benefits accrue beyond 35 years, 1/12th of 2% of base compensation shall accrue. Any portion of such amount that

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is attributable to Plan Membership earned after December 31, 2006 is offset by the participant's Retirement Account as described in A2.

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Normal retirement (continued)	C. $51 per year of pension service with service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A2. D. Supplement 4 to Addendum F1 specifies the minimum monthly benefit payable to participants listed in the Supplement. E. The participant's accrued benefit as of December 31, 2006.
Monthly pre-retirement death benefit	Upon the death of a vested married Employee, the surviving spouse shall receive, commencing on the earliest commencement date of date of death if later, the 50% surviving spouse benefit that would have been payable to the spouse had the Employee terminated at death and elected early commencement of benefits. Upon the death of a participant eligible for Normal or Early Retirement, a death benefit will be payable to the beneficiary equal to 60 monthly payments of the participant's life annuity that would have been payable had he retired at death.
Monthly post-retirement death benefit	The beneficiary of a participant who dies while receiving or eligible to receive a normal or early retirement benefit shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. Death benefits are equal to an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other elected option.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	The earlier of age 60 or age 55 with 5 years of continuous service
Disability	If eligible for disability benefits under an Employing Unit's long-term disability program
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

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Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

1. For benefits payable under monthly pension benefit Sections A1, A2, B, C, D, E or for benefit accrued on or before December 31, 2006 under monthly pension benefit Section C.

   Final Average Benefit Formula and Minimum Benefit Formula: Reduced 2½% per year prior to age 62.

   Career Average Benefit Formula: Benefits are unreduced if the Member's age and continuous service equals or exceeds the amounts specified below:

Attained Age	Required Points
55	85
56	84
57	83
58	82
59	81
60	80
61	76
62	72
63	68
64	69

   If these point requirements are not met, the accrued benefit will be reduced by the lesser of (i) 2½% times the number by which the required points exceeds his points, or (ii) 2½% for each year between his Normal Retirement Date and the date of commencement of benefits.

2. For benefits payable under monthly pension benefit Sections A1 or for benefits accrued after December 31, 2006 under monthly pension benefit Section C:

   Accrued monthly pension benefit reduced 5/12% for each month of benefit commencement before age 65.

Disablement

Accrued monthly pension benefit payable commencing at age 65

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Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's monthly pension benefit. The benefit is reduced the same as the Early Retirement benefit if commenced before age 65, but no earlier than age 55. A terminated Employee may elect to receive his Accumulated Contributions in lump sum with subsequent actuarial reduction in deferred vested pension.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B14: Summary of plan provisions – Cushman Industries

Plan Provisions	
Covered employees	All full-time persons employed by Cushman, Inc. and covered by a collective bargaining agreement, except those employed at the Edgewater, Florida facility.
Participation date	Each Employee participates as of their date of hire.

Definitions	
Pension service	A year of pension service is granted if an employee has worked 12 full months in a calendar year. Each additional full month worked constitutes 1/12 of a year of pension service. Pension service includes any pension service under the OMC Pension Plan as of January 1, 1990.
Continuous service	A year of continuous service is granted for each calendar year in which a participant has worked not less than 1,000 hours. For each plan year in which less than 1,000 hours are worked, a month of continuous service is earned for each 170 hours worked. Continuous service includes any continuous service under the OMC Pension Plan as of January 1, 1990.
Nonexempt salaried OMC service	Nonexempt Salaried OMC (Outboard Marine Corporation) Service is any pension service earned under the OMC Pension Plan as of September 26, 1989 as a nonexempt Salaried employee.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or 5 years of continuous service.
Monthly pension benefit	The monthly benefit is equal to: 1. $23 times pension service, plus 2. $13.25 times Non-Exempt Salaried OMC Service, minus 3. The OMC accrued benefit as of September 26, 1989.

SCHEDULE SB ATTACHMENTS

Supplemental benefit

Sum of age plus continuous service equals 88 points, or 30 years of pension service. The monthly pension benefit unreduced is payable immediately plus a temporary supplemental benefit as described below:

Age at Retirement	Temporary Monthly Supplement to Age 62
53	$245
54	250
55	255
56	260
57	265
58	270
59	275
60	280
61	285

Monthly death benefits

Surviving spouses:

Pre-Retirement: Upon the death of a participant after 5 years of continuous service, the surviving spouse shall receive the greater of a 10-Year Term Certain annuity commencing immediately, or a 50% survivor benefit computed as if the participant had terminated employment at date of death survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.

Post-Retirement: Upon the death of a participant after 5 years of continuous service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.

Other Beneficiaries:

Upon the death of a participant after 5 years of continuous service, a designated beneficiary shall receive, at their option, a life annuity, a 10-year term certain annuity, or a lump sum actuarially equivalent to the 10-year term certain annuity.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 with 10 years continuous service
Disablement	Total and Permanent disability after 5 years of continuous service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	The early retirement benefit is equal to the monthly pension benefit reduced by the lesser of: 1. 6% for each point less than 88 at early retirement, or 2. ½% for each month early retirement precedes age 62.
Disablement	Monthly pension benefit payable immediately
Vested termination	A deferred benefit equal to the accrued monthly pension benefit will be payable at age 60, reduced by ½% for each month commencement precedes age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None

SCHEDULE SB ATTACHMENTS

Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B15: Summary of plan provisions – Greenlee Fairmont

Plan Provisions	
Covered employees	All persons employed 1,000 or more hours per year and covered by the Collective Bargaining Agreement between Greenlee Textron Inc. at its Fairmont, MN plant, and Local 1016 of the UAAIW, AFL-CIO.
Participation date	An Employee participates at date of hire until such time as seniority is lost.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year while working in the Fairmont plant (established March 5, 1992). If less than 1,700 hours of service but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service is earned.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $22.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage, there is a charge to participants of 1/40% reduction in pension for each month the coverage is in effect before the age of 50, 1/20%/month reduction after age 50 until early retirement age, and 1/12%/month reduction for coverage after early retirement age.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Five years of vesting service and eligible for Social Security disability benefits, commencing the first day of the month after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced ½% per month of commencement before age 62.

SCHEDULE SB ATTACHMENTS

Disablement	The accrued monthly pension benefit is payable reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B16: Summary of plan provisions – Kautex Wilmington

Plan Provisions	
Covered employees	All union and non-union hourly paid employees at the Wilmington, Ohio plant of the Kautex Division of Textron Inc.
Participation date	An Employee participates at the date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Maximum pension service is 30 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $22.00 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	Age 50 and 15 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 6/10% per month of commencement before age 65
Disablement	Greater of $50.00, or the accrued monthly pension benefit reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B17: Summary of plan provisions – Micromatic

Plan Provisions

Covered employees

All persons covered by the Collective Bargaining Agreement between Micromatic Operations, Inc., a subsidiary of Textron Inc., and Local 1502 of the UAAAIW.

Participation date

An Employee participates at the date of hire.

Definitions

Vesting service

An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of pension service earned for that year.

Pension service

A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.

Hours of service

Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

Monthly pension benefit

Monthly benefit is equal to the monthly benefit rate according to the schedule below, per year of pension service:

Monthly Benefit Rate	Effective for Terminations On or After
$22.50	February 1, 1998
23.00	February 1, 1999
23.50	February 1, 2000
24.00	February 1, 2001
24.50	February 1, 2002
25.00	February 1, 2003

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	Monthly benefit is equal to $39.00 times years of pension service.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect before age 55.
Monthly post-retirement death benefit	The elected form of payment.
Special age 65 benefit	Early and Normal retirees, who are over age 65, and disability retirees, or their surviving spouses, will receive an additional monthly benefit of $28.60.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years of pension service
Disablement	10 years of pension service commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 5/9% per month of commencement before age 62

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of 5/9% per month of commencement before age 65
Disability	Monthly disability benefit, payable until the earlier of age 65 or eligibility for unreduced Social Security benefits, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option will not be effective for disability annuitants until attainment of age 55 and will never apply to any temporary benefits. For participants who terminate after February 1, 1993, the computed benefit reverts to single life annuity form if the spouse predeceases the participant.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B18: Summary of plan provisions – Bell Asia

Plan Provisions	
Covered employees	Key Employees employed outside the United States by any affiliate of Textron that has adopted Addendum W.
Participation date	Employees identified on a schedule of Members maintained by the Employers.

Definitions	
Vesting service	Years and completed months of employment by an Employment Unit and any predecessor of such Employment Unit.
Compensation	U.S. dollar equivalent of Member's base pay, commissions and bonuses, but not including reimbursements or other expense allowances, fringe benefits, relocation payments, deferred compensation , equity-based compensation , severance pay or welfare benefits.
Interest credit rate	Greater of five percent and the average annual yield on ten-year treasury constant maturities (as published in the Federal Reserve Statistical Release) in effect for the month of November of the Plan Year immediately preceding the Plan Year for which the interest credit is to be allocated.
Contribution credits	The Applicable Percentage of the Member's Compensation. For Bell Helicopter Asia (Pte) Ltd., the credit is 20% and for Textron Poland S.p. Zo.o. it is 10%.
Highly compensated employee	Participant who is both a U.S. Citizen and a "highly compensated employee" as defined in §414(q) of the code.

SCHEDULE SB ATTACHMENTS

Normal retirement	Monthly benefit is equal to the Contribution Credits and Interest Credits accumulated in the Member's Cash Balance Account converted into an immediate single life annuity using the Section 417(e) Conversion Basis.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefit	For non-Highly Compensated Members, the vested Cash Balance payable to the Beneficiary in a lump sum. If the Beneficiary is the Surviving Spouse the spouse may choose an Actuarial Equivalent single life annuity. For Highly Compensated Members, the Surviving Spouse shall receive a single life annuity equal to 50% of the joint and 50% survivor annuity computed as if the Member retired, commenced payment of such benefit, and then died. If the Member's death occurred after age 55, payment commences immediately. If the Member's death occurred prior to age 55, payment commences when the Member would have attained age 55.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	A non-Highly Compensated Employee is eligible to receive his or her Vested Cash Balance Account benefit upon termination of Employment. Highly Compensated Employees are eligible for early retirement at the earliest of age 55 and 10 years of vesting service, age 60 or 20 years of vesting service.
Disability	Eligible for Social Security benefits (or equivalent) and disabled during employment
Vested termination	Termination for reasons other than death or retirement after completing three years of vesting service. Non-U.S. citizens are 50% vested before completing three years of vesting service.

Benefits Paid Upon the Following Events

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The annuity amount is equal to the Actuarial Equivalent of the Cash Balance Account
Disablement	Contribution credits continue equal to 50% of contributions before disability. Credits continue until the earliest of Payment Commencement Date, age 65 or recovery

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B19: Summary of plan provisions – Cessna Non-Exempt

Plan Provisions	
Covered employees	Hourly or salaried nonexempt persons employed by an Employing Unit.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee over the age of 18 earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	An Employee over the age of 20 earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year. (If less than 1,800 hours are worked, then 1/12th of a year is earned for each 150 hours worked.) Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or completion of 5 years of participation or 5 years pension service, whichever first occurs.
Monthly pension benefit	Monthly benefit rate is $57.00 per year of pension service (maximum 45 years) other than as described below. Monthly benefit rate is $60.00 per year of pension service (maximum 45 years) for active Cessna bargained employees hired before October 17, 2014 and $59.00 for Textron Aviation non-bargained employees hired before January 1, 2012.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement date, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced per year of early commencement according to the following table:

Age plus Pension service	Reduction Factor
78 or less	6.0%
79 - 80	4.8
81 - 82	4.2
83 - 84	3.6
85 - 86	3.0
87 - 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

Vested termination

Accrued normal benefit is payable in full at age 65, or, if at least 10 years pension service, reduced actuarially for commencement between early retirement age and normal retirement age.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B20: Summary of plan provisions – Cadillac Gage Greenville

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Cadillac Gage Textron, Textron Inc. at its Greenville, OH plant and the Ex-Cell-O Independent Union.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of pension service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,800 hours, except that less than 750 compensated hours will earn no credit for the year.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $22.50 per year of pension service.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 10 years of pension service, spousal benefits will commence immediately with the reduction for early commencement being 6/10% per month for each complete month the participant was under 65 at death. To provide this coverage there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect after the age of 35 until the age of 60.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service
Disability	10 years pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced 6/10% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Disablement	The accrued monthly pension benefit plus a temporary benefit computed at the current rate per year of pension service (maximum $475.00) payable until the earlier of age 65 or eligibility for unreduced Social Security at which time the temporary benefit ceases
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits available.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B21: Summary of plan provisions – Cadillac Gage Warren

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Cadillac Gage Textron Inc. at its Warren, Michigan plant and Local 155 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $21.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Special age 65 benefit	Normal, Early, and Disability retirees or their surviving spouses retired prior to July 1, 1978 will receive an additional $7.10 monthly. Early and Normal retirees, who are over age 65, and Disability retirees, retired since July 1, 1978, or their surviving spouses, receive an additional monthly benefit of $96.40.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of pension service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 5 years of pension service, spousal benefits will commence immediately with the reduction for early commencement being 6/10% per month for each complete month the participant was under 65 at death. The charge to the participant for this coverage will be 1/100% per month reduction in benefit for months of coverage prior to eligibility for immediate spousal benefit commencement, and 1/20% reduction per month of coverage after age 60.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 5 years pension service
Disability	10 years pension service, commencing 26 weeks after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 6/10% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Disablement	A monthly benefit computed as for normal retirement plus a temporary benefit equal to $8.50 multiplied by years of pension service with a maximum monthly temporary benefit of $210. This additional benefit is payable to the earlier of 65 or eligibility for a Federal Social Security benefit for disability.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable. For participants retiring on or after December 1, 1975, the computed benefit reverts to single life annuity form if the spouse predeceases the participant.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B22: Summary of plan provisions – HR Textron

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between HR Textron Inc. and the District Lodge 727, International Association of Machinists and Aerospace Workers, for and on behalf of its Local Lodge 758.
Participation date	An Employee participates at date of hire if employed for 1,000 hours in the first 12 months of employment.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,800 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $44.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 10 years of vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death. To provide this coverage, there is a charge to participants on and after August 23, 1984 of: 1/40% reduction in pension for each month the coverage is in effect before the age of 50, 1/20% per month reduction between ages 50 and 55, and 1/12% per month reduction for coverage between ages 55 and 65.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing the first day of the month after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62.

SCHEDULE SB ATTACHMENTS

Disablement	Accrued monthly pension benefit payable until the earlier of age 65 or recovery from disability. This benefit will be reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B23: Summary of plan provisions – Jacobsen Racine

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the Racine, Wisconsin plant of the Jacobsen Division of Textron Inc. and Local No. 556, UAW, Racine, Wisconsin and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, working at least 1,000 hours for the first 12 months of employment or any calendar year.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	As of July 1, 2001, the benefit level is $24.50.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or fifth anniversary of participation, if later.
Supplemental benefit	Employees who retire after age 60, but before age 62 and who have 30 or more years of pension service will receive a supplemental pension, in addition to their basic pension until they attain age 62. This supplement, when added to the basic pension, will increase their total monthly benefit to $750.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to earliest eligibility date, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 60 or older with at least 10 years of vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	10 years vesting service and commencing after termination of employment
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Accrued monthly pension benefit plus a temporary benefit equal to $10 x pension service, payable until the earlier of age 65 or eligibility for unreduced Social Security disability benefits, at which time the benefit is recalculated based on the monthly pension benefit accrued at retirement

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after age 60, but prior to age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a percentage of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The conversion factor can be found in Table 2 or Table 3 of the Plan. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B24: Summary of plan provisions – McCauley (Local 5)

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the McCauley Accessory Division and the Metal Polishers, Buffers, Platers and Helpers, International Union, AFL-CIO, and its Local No. 5.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee earns one year of vesting service for each Plan Year of 1,000 or more hours of service after attaining age 20.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per year. Fractional credit is given at the rate of 1/10 year per 180 hours worked. Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years pension service or 10 years of participation.
Monthly pension benefit	The monthly benefit rate per year of pension service is $30.00 per year of service (maximum 45 years).
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

SCHEDULE SB ATTACHMENTS

Monthly post-retirement death benefit The elected form of payment.

Eligibility for Benefits

Normal retirement Retirement on NRD

Early retirement Age 55 and 10 years pension service

Disability If eligible for Social Security disability and disabled between ages 40 and 65 with minimum number of years of pension service as follows:

Attained Age	Years of pension service
40	15
42	14
44	13
46	12
48	11
50 & Over	10

Vested termination Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement Monthly pension benefit determined as of NRD

Early retirement Accrued monthly pension benefit, reduced per year of early commencement prior to Normal Retirement, according to the following table:

Age Plus Pension service	Annual Reduction Factor
78 or less	6.0%
79 - 80	4.8
81 - 82	4.2
83 - 84	3.6
85 - 86	3.0
87 - 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

Disablement Accrued monthly pension benefit is payable unreduced

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after attaining age 60 with at least 10 years pension service, at the same rate as early retirement

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B25: Summary of plan provisions – McCauley (Local 225)

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the McCauley Accessory Division and the International Association of Machinists, AFL-CIO, and its Local No. 225.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee earns one year of vesting service for each Plan Year of 1,000 or more hours of service after attaining age 20.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per year. Fractional credit is given at the rate of 1/10 year per 180 hours worked. Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	The monthly benefit rate per year of pension service is $30.00 effective for termination on or after April 1, 2001.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years pension service and at least 10 years participation.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

SCHEDULE SB ATTACHMENTS

Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 10 years pension service

Disability

If eligible for Social Security disability and disabled between ages 40 and 65 with minimum number of years of pension service as follows:

Attained Age	Years of Pension service
40 – 41	15
42 – 43	14
44 - 45	13
46 – 47	12
48 – 49	11
50 & Over	10

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced per year of early commencement prior to Normal Retirement according to the following table:

Age Plus Pension service	Annual Reduction Factor
78 or less	6.0%
79 – 80	4.8
81 – 82	4.2
83 – 84	3.6
85 – 86	3.0
87 – 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

SCHEDULE SB ATTACHMENTS

Disablement	Accrued monthly pension benefit is payable unreduced
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after attaining age 60 with at least 10 years pension service, at the same rate as early retirement

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B26: Summary of plan provisions – Textron Marine and Land Systems

Plan Provisions	
Covered employees	Non-union hourly-paid employees and all persons covered by the Collective Bargaining Agreement between Textron Marine Systems and the UAW, Local 1750 of the Textron Marine Systems Division of Textron Inc. Participants of Cadillac Gage Textron Inc. at its Cocoa, Florida Plant. All participants of Cadillac Gage Textron Inc. and Union Participants of Textron Marine Systems of Textron Inc. are inactive participants.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earned pension service prior to December 31, 1975 but after August 1, 1970, based on the service considered for vesting under the plan as in effect at that time and beginning January 1, 1976, he earns one year of service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours. In addition, pension service under this plan will include Years of Service for benefit accrual under the Halter Marine Services Pension Plan.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service ($15.00 for Cadillac Gage participants).
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Special early retirement for Textron Marine Systems Division of Textron Inc.	Age 60 but less than age 62, with 10 years of vesting service: Accrued normal retirement benefit, reduced actuarially from age 65. In addition, a supplement of $96 per month (reduced by 5/9% for each month below age 62 at the time of retirement) is payable from retirement until age 62.
Monthly disability benefit	A monthly benefit of $300 ($30.00 times pension service for Cadillac Gage Participants) payable until the earlier of age 65 or recovery.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. For Cadillac Gage Participants, benefit is reduced 1/20%/month of coverage.
Monthly post-retirement death benefit for participants of Textron Marine Systems Division of Textron Inc.	In addition to the elected form of payment, a lump sum benefit of $1,500 is payable to the employee's designated beneficiary.
Special age 65 benefit for participants of Textron Marine Systems Division of Textron Inc.	Early and Normal retirees, who are over age 65, and Disability retirees, receive an additional monthly benefit of $11.00. In addition, the plan will provide for each retired employee a benefit up to $92 per year for expenses incurred under the "basic" Medicare program under the Social Security Act for which no reimbursement was made because of the Medicare deductible provision.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability

SCHEDULE SB ATTACHMENTS

Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced actuarially from age 65. For Cadillac Gage Participants, reduction equal to ½% per each month commencement precedes age 62
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or at any time after age 55 with actuarial reduction from age 65 for those participants who have accrued 10 or more years of vesting service
Disablement	Monthly disability benefit payable until the earlier of age 65 or recovery, at which time the benefits are recalculated based on the monthly pension benefit accrued at disability retirement. Disability retirement benefits shall be reduced each month (not below $0) for payments under any workers' compensation or occupational disease law to which the retiree is entitled.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a reduced single life annuity will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent. Married participants of Cadillac Gage Textron Inc. receive 85% of the single life annuity with a 50% continuation to the spouse.
Pension increases	None
Plan participants' contributions	None

SCHEDULE SB ATTACHMENTS

Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B27: Summary of plan provisions – Turbine Engine Components

ACE PROVISIONS	
Plan Provisions	
Covered employee	All hourly paid employees at the Santa Fe Springs, California plant of Ace Industries Textron Inc.
Participation date	An Employee participates at date of hire if employed for 1,000 hours in the first 12 months of employment.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1985.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $18.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Participants under prior plan	30 participants in the Ace Industries Inc. Retirement Income Plan (terminated as of December 31, 1984) who subsequently retire under this Plan will be guaranteed as a Plan minimum the retirement benefit that would have been computed under the terminated Ace Plan based on total service to retirement and the compensation rate in effect as of June 30, 1984, less the accrued benefit distributed as of December 31, 1984 and any benefit based on the provisions of this plan.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20% per month of coverage after January 1, 1989 for this pre-retirement death benefit.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62

SCHEDULE SB ATTACHMENTS

Disablement	Twice the accrued monthly pension benefit rate per year of pension service is payable reduced for payments received under Workers' Compensation or any local, state or Federal law (other than Social Security) for which premiums were paid by the Employer. At age 65, the benefits are recalculated based on the monthly pension benefit accrued at disability retirement.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

AIRFOIL BLUFFTON PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Bluffton, Ohio plant and Local 1327 of the UAAAIW.
Participation date	An Employee participates at date of hire until such time as seniority is lost.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of uninterrupted employment with Ex-Cell-O Corporation and Textron Inc. of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to April 7, 1987.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $24.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Special age 65 benefit	Retirees over age 65, or their surviving spouses receiving pensions, receive an additional monthly benefit of $17.90.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	10 years pension service and eligible for Social Security disability benefits, commencing 6 months after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced in accordance with the following table (pro-rata for intermediate ages):

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or older	100.0

Disablement

The accrued monthly pension benefit payable in the Normal Form of Payment plus a temporary benefit equal to the current benefit rate per year of Pension service (maximum 25 years) payable until the earlier of age 65 or recovery from disability. The temporary benefit will be reduced for payments received under Workers' Compensation or any local, state, or federal law (other than Social Security) for which premiums were paid by the Employer.

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

AIRFOIL FORGING PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Cleveland, Ohio plant and Local 2562 of the UAAAIW.
Participation date	An Employee participates as of January 1, 1987 or the January 1 nearest date of hire if later.
Definitions	
Vesting service	Continuous service with the Controlled Group after August 29, 1986, and uninterrupted employment with TRW, Inc. prior to August 29, 1986 if still employed on that date.
Pension service	Each compensated month for a participant on and after August 29, 1986 and also including up to 12 months layoff or approved leave of absence.
Monthly pension benefit	Monthly benefit is equal to $21.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse (married at least one year as of date of death) shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Grandfather provision

Early retirement benefit with 30 or more years of vesting service, for Employees with 15 or more years of vesting service on August 29, 1986 but less than 30 years of vesting service on December 31, 1986 shall equal the sum of 1 and 2 below:

1. Monthly benefit rate per year of pension service, unreduced for early commencement, according to the schedule below:

Effective for Monthly Benefit Rate	Termination On or After
$19.00	July 1, 1992
19.50	November 25, 1996
20.00	November 25, 1997
20.50	November 25, 1998
21.00	November 25, 1999
21.50	November 25, 2000

2. A supplemental monthly benefit according to the schedule below less (1) above, and less the monthly benefit payable at the first date of eligibility for commencement of benefits under the provisions of the TRW-AWA Retirement Plan based on credited service accrued up to August 29, 1986; payable from date of retirement to the date the employee attains age 62.

Effective for Monthly Benefit Rate	Termination On or After
$1,000	July 1, 1992
1,000	November 25, 1996
1,200	November 25, 1997
1,200	November 25, 1998
1,200	November 25, 1999
1,000	November 25, 2000

Early retirement benefit with 30 or more years of vesting service for Employees with 30 or more years of vesting service on December 31, 1986 shall equal the accrued benefit to date of termination unreduced for early commencement.

Eligibility for Benefits

Normal retirement

Retirement on NRD

SCHEDULE SB ATTACHMENTS

Early retirement — Age 60 and 10 years vesting service, or after age 55 with 30 or more years vesting service

Disability — None

Vested termination — Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD.

Early retirement — Accrued monthly pension benefit, reduced to the following for commencement before age 62:

Age Pension Starts	Percent of Pension
55	58.6%
56	62.8
57	66.7
58	73.3
59	80.0
60	86.7
61	93.3
62	100.0

Disablement — None

Vested termination — A deferred benefit equal to the accrued monthly pension benefit will be payable at age 65, or commencing between the ages of 60 and 65 and reduced accordingly:

Age Pension Starts	Percent of Pension
60	66.7%
61	73.3
62	80.0
63	86.7
64	93.3
65	100.0

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

ATLANTIC PROVISIONS	
Plan Provisions	
Covered employee	Any person employed by Turbine Engine Components Textron Inc. at its Newington, Connecticut plant and not participating in another Textron plan.
Participation date	An Employee participates on the first of the month following the first year anniversary of date of hire.
Definitions	
Continuous service	The period of continuous employment as an Employee with Textron Inc.
Annual earnings	Base annual earnings excluding overtime, bonuses and commissions.
Plan year	Effective January 1, 1987 the Plan Year is the calendar year.
Retirement annuity credit	Each Plan Year, whether complete or partial, a participant accumulates a retirement annuity credit equal to 1.25% of the first $9,900 of Annual Earnings for that Plan Year, plus 1.75% of the excess for a maximum of 35 years of service. For years of service in excess of 35, a participant earns 1.65% of the Annual Earnings.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Normal retirement	Monthly benefit is equal to 1/12 of the sum of all Retirement Annuity Credits.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	The surviving spouse of a participant who had, at date of death, attained at least age 50 with 15 or more years of continuous service, or who had attained at least age 55, shall receive a survivor annuity equal to 50% of the participant's Retirement Annuity Credits, reduced ½% for each year in excess of 5 years that the spouse was younger than the participant, and reduced 1/20% for each month of coverage after the age of 55 and after January 1, 1995. Upon the death of a participant who does not qualify under the paragraph above, after 5 years of continuous service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage there will be a charge to participants of 1/20% reduction in pension for each month the coverage is in effect after the age of 55 on and after January 1, 1995 (January 1, 1986 for deferred vested participants).
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55
Vested termination	5 years of continuous service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	1/12 of the sum of the Retirement Annuity Credits, reduced ½% per month by which commencement precedes normal retirement date

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Vested termination	1/12 of the sum of the Retirement Annuity Credits payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

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Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and contingent spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

BABCO PROVISIONS	
Plan Provisions	
Covered employee	Persons employed by Babco Textron Inc.
Participation service	An Employee will participate upon completion of one year of service. (Contributions were required until September 1, 1977.)
Definitions	
Vesting service	Any 12-month period commencing with September 1 or the Employee's hire date in which he is credited with at least 1,000 hours of service.
Pension service	As of September 1, 1976, pension service for a participant was equal to continuous service with the Company to the completed month. Commencing September 1, 1976 and for each 12-month period beginning with September 1 thereafter, an Employee earns a year of pension service if earning 1,000 hours of service during such 12-month period (no partial years). Once participating, an Employee is credited with pension service retroactive to the later of: (i) date of hire; (ii) September 1, 1977 if contributions to the Plan were waived; or (iii) date of election to contribute.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Accumulated contributions	A participant's contributions to the Plan accumulated with interest at 5% per annum.
Final average earnings	Best consecutive 5-year average compensation within the past 10 years including overtime, bonuses, and commissions.
Covered compensation	Career average Social Security taxable wage base for an individual attaining Social Security Retirement Age in that year.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

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Monthly pension benefit	1.1% of Final Average Earnings less .43% of Final Average Earnings up to Covered Compensation, times years of pension service (maximum 35 years).
Employee contributions	None after September 1, 1977.
Monthly pre-retirement death benefits	Upon the death of a vested married Employee, the surviving spouse shall receive the 50% contingent benefit as of the first date the Employee would have been eligible to start benefits, computed as if the Employee had elected commencement at that date with the option in effect, but having terminated at death. Upon the death of a vested single Employee, the Accumulated Contributions, if any, will be payable to the beneficiary.
Monthly post-retirement death benefit	Normal Form of Payment. If all benefits in total to both the retiree and surviving spouse do not equal or exceed the participant's Accumulated Contributions at retirement, the remainder will be paid to beneficiaries.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Age 45, at least 10 years of pension service and eligible for Social Security disability benefits
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement

Accrued monthly pension benefit, reduced by table for early commencement before age 62, pro rata for interim ages:

Age Pension Starts	Percent of Pension
55	65%
56	70
57	75
58	80
59	85
60	90
61	95
62 or Older	100

Disablement

The benefit as computed for early retirement will be payable, but with no reduction for early commencement.

Vested termination

The accrued benefit is payable in full at age 65 or commencing between the ages of 55 and 65 and reduced 5/9% per month for each month of payment between 60 and 65, reduced a further 5/18% for each month of commencement before age 60. A terminated Employee may elect to receive his Accumulated Contributions in lump sum with subsequent actuarial reduction in deferred vested pension.

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and contingent spouse form is automatic unless the spouse consents otherwise.

Pension increases

None

Plan participants' contributions

None

Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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COMPRESSOR COMPONENTS PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Compressor Components Textron Inc. at its Danville, Pennsylvania plant and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and its Local 2787.
Participation date	An Employee participates at the later of January 1, 1987 or date of hire until such time as seniority is lost.
Definitions	
Vesting service	An Employee earns one year of vesting service for each year of continuous employment with TRW, Inc. and Compressor Components, including periods of absence or layoff of up to 12 months.
Pension service	A participant earns one-twelfth of a year of service for benefit accrual in each calendar month for which he is compensated by the Company as a participant after August 29, 1986, and also including for this purpose full calendar months of certain periods of service such as leave of absence, military leave, and layoff up to 12 months.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $21.00 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement — Retirement on NRD

Early retirement — Age 55 and 10 years vesting service

Disability — None

Vested termination — Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD

Early retirement — Accrued monthly pension benefit, reduced by table for early commencement before age 62, pro rata for interim ages:

Age Pension Starts	Percent of Pension
55	58.6%
56	62.8
57	66.7
58	73.3
59	80.0
60	86.7
61	93.3
62 or Older	100.0

Disablement — None

Vested termination — Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65 on an actuarially equivalent basis.

Other Plan Provisions

Forms of payment — The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension increases — None

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

FOSTORIA PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Fostoria, Ohio plant and Local 1246 of the UAAAIW.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $24.00 per year of pension service effective August 1, 1994.
Supplemental allowance	Employees who retire on or after April 1, 1989 after age 60 with 85 or more points, shall receive a temporary benefit of $500 per month payable from age 60 to 65.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, or their surviving spouses receiving pensions, will receive an additional monthly benefit of $78.20.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest benefit commencement date based on his pension service, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service, or age 55 and sufficient service such that years of age and service (“points”) total 85 or more
Disability	10 years pension service, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement

Accrued monthly pension benefit, reduced as follows (pro rata for intermediate ages):

Age 60 and 10 years pension service:

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or Older	100.0

Age 55 and 85 Points:

Age Pension Starts	Percent of Pension
55	69.4%
56	75.2
57	80.8
58	86.7
59	93.3
60 or older	100.0

Disablement

Full accrued monthly pension benefit under the Normal Form of Payment, plus a temporary monthly benefit equal to $24.00 times years of pension service up to 25 years payable until the earlier of age 65, eligibility for Social Security benefits for disability, or receipt of reduced Social Security benefits at age 62

Vested termination

Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65 (between the ages of 55 and 60 with at least 85 “points”) at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree’s death, with pop-up feature. If retired before January 1, 1977, the continuation will be 55%. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.

Pension increases

None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

LIMA PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Textron Inc., at its Lima, Ohio plant and Local 1211 of the UAAAIW.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $24.50 per year of pension service.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, or their surviving spouses receiving pensions, receive an additional monthly benefit of $78.20.
Supplemental allowance	Employees who retire on or after April 1, 1989 and after attaining age 58 with 85 or more points, shall receive a temporary benefit of $500 per month payable until age 62.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. Payment commences the later of first of month following the participant's 55th birthday or first of month after death. If the participant had been age 55 or older with at least 10 years of pension service, spousal benefits will commence immediately with actuarial reduction for early commencement before age 62 (reduced from age 58, if the participant had at least 85 "points" at death).
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service; or age 55 and 85 “points”; or age 58 and 85 “points” if retirement is after April 1, 1989
Disability	10 years pension service, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced as follows:

If not having 85 "points" (i.e., years of age plus years of service = 85 or more), benefit is adjusted in accordance with this table (pro-rated for intermediate ages):

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or older	100.0

With 85 "points" and retiring before age 58, adjusted in accordance with this table (pro-rated for intermediate ages):

Age Pension Starts	Percent of Pension
55	69.4%
56	75.2
57	80.8
58	86.7

For employees retiring on or after age 58 with 85 "points", the accrued normal benefit is unreduced.

Disablement

Full accrued monthly pension benefit under the Normal Form of Payment, plus a temporary monthly benefit equal to $24.50 times years of pension service up to 25 years, payable until the earlier of receipt of Social Security benefits for disability, reduced Social Security benefits at age 62, or attainment of age 65

Vested termination

Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, (between the ages of 55 and 60 with at least 85 "points"), at the rate of 6/10% per month of commencement before 65.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree's death, with pop-up feature. If retired before January 1, 1977, the continuation will be 55%. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

ORLANDO PROVISIONS	
Plan Provisions	
Covered employee	All hourly paid employees of Textron Inc. at its Orlando, Florida plant.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1980.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $21.25 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989, for this pre-retirement death benefit.

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Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service, and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Accrued benefit based on twice the benefit rate payable until age 65, at which time benefits are recalculated based on the accrued benefit rate in effect at disability retirement
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B28: Summary of plan provisions – Greenlee Union

Plan Provisions	
Covered employees	Persons employed by Greenlee Textron Inc. in the bargaining unit represented by Unity Lodge No. 1553 of the IAMAW, AFL-CIO.
Participation date	An Employee participates at date of hire until such time as seniority is lost. An employee who contributed $2.75 per month prior to April 1, 1995 is eligible for a supplementary benefit.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year. If less than 1,700 hours of service, but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service earned; provided that in any year where 1,000 hours are worked, a minimum of the ratio of hours worked to 2,080, rounded to the nearest tenth, shall be granted.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly accrued benefit derived from employee contributions	Accumulated employee contributions with interest at 5.0% to January 1, 1988, 120% of AFR to date of determination, plus the interest rate used to calculate lump sums under the Plan to Normal Retirement Date, divided by the Plan lump sum factor at Normal Retirement Age.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit	Monthly benefit is equal to $31.00 per year of pension service. Supplementary monthly benefit is equal to $7.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and at that time died. To provide this coverage, there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect before the age of 55.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced ½% per month of commencement before age 62
Disablement	A monthly benefit of the current benefit rate per year of Pension service until the earlier of age 65 or eligibility for unreduced Social Security benefits, at which time the benefits are recalculated based on the accrued benefit rate in effect at disability retirement

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65
Post-retirement death	The elected form of payment

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, the actuarial equivalent of the single life annuity will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. Upon death of the spouse, the unreduced single life annuity will be payable to the retiree. The survivor option may be waived only with spousal consent and will not apply to any temporary benefits available.
Pension increases	None
Plan participants' contributions	Up to 5% per annum.
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B29: Summary of plan provisions – UIC Retirement

Plan Provisions	
Participation date	An Employee will become a participant the first of the month after completing one hour of service.

Definitions	
Cash balance account	Hypothetical account as of December 31, 2008 credited each year with interest of the greater of 5.25% or the one year Treasury constant maturity rate for the week which includes November 30 from the prior Plan Year. The rate for 2010 was 5.25%.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Amount of monthly pension will be the Actuarial Equivalent life annuity of the participant's hypothetical account.
Monthly pre-retirement death benefit	Spouse is entitled to a benefit equal to 2/3 of the amount the employee would have received if he had terminated under a Joint and 2/3 Survivor Option.
Lump sum	Participants may elect to receive their benefits in the form of a lump sum.

Eligibility for Benefits	
Normal retirement	Retirement on NRD
Early retirement	Age 55 for those hired before 1/1/2006, and age 55 with 5 years of service for those hired on or after 1/1/2006.
Vested termination	Termination for reasons other than death or retirement
Disability	None

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	For employees hired on or after January 1, 2006, age 55 with 5 years of service. Accrued Pension as of January 1, 1995 is payable at age 65 or at Early Retirement age in a reduced amount.
Vested termination	Benefits are payable as described under Normal or Early Retirement above
Disablement	None

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B30: Summary of plan provisions – Detroit Stoker

Plan Provisions	
Participation date	First of the month after completing one hour of service.

Definitions	
Monthly pension benefit	Plan benefits were frozen as of November 30, 1994, and all participants became 100% vested in their frozen benefits.
Monthly pre-retirement death benefit	Spouse is entitled to a benefit equal to 50% of the amount the employee would have received if he had terminated under a Joint and 50% Survivor Option.

Eligibility for Benefits	
Normal retirement	Retirement on NRD
Early retirement	Age 55 with 10 years of pension service
Disability	None
Vested termination	Termination for reasons other than death or retirement

Benefits Paid Upon the Following Events	
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued Pension is payable at age 65 or at early retirement age in an amount reduced by 6.00% per year Available before age 55 (with 30 years of pension service), if hired before January 1, 1982. Benefit is determined as under monthly pension benefit above, payable immediately, without reduction for early payment
Disablement	None

SCHEDULE SB ATTACHMENTS

Vested termination	Reduced at age 55 as per Early Retirement, equal to the Amount of pension at Normal Retirement based on years of Pension service, and Final Average Annual Compensation at date of termination, or November 30, 1994, if earlier.

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B31: Summary of plan provisions – Lycoming

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Textron Lycoming, a division at Avco Corporation and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) and its Local 787.
Participation date	An Employee participates on the February 1 on or next following date of hire.

Definitions	
Vesting service	An Employee earns one year of Vesting Service for each Plan Year of 1,000 or more Hours of Service with Avco Corporation (or for a Textron Company after date of acquisition by Textron).
Pension service	A participant earns one year of service toward benefit accrual if working or compensated for 1,600 (or more) hours per year, reduced pro rata if less, to the nearest 1/10 year.
Hours of Service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Monthly benefit rate per year of pension service according to the following schedule:

Monthly Benefit Rate	Effective for Termination On or After
$21.75	September 28, 1992
$22.25	April 1, 1995
$22.75	April 1, 1996
$31.00	June 19, 2006
$32.00	June 16, 2008
$33.00	June 16, 2009
$34.00	June 16, 2010
$35.00	June 16, 2011
$37.00	June 16, 2012
$44.00	June 22, 2013
$49.00	June 22, 2018

Special early retirement benefit

A monthly supplementary benefit according to the following schedule is payable until age 62:

Monthly Benefit Rate	Effective for Termination On or After
$525	June 19, 2005
$550	June 19, 2006
$575	June 19, 2007
$625	June 16, 2008
$675	June 16, 2009
$725	June 16, 2010
$775	June 16, 2011
$825	June 22, 2013
$875	June 22, 2014
$925	June 22, 2015
$975	June 22, 2016
$1,025	June 22, 2017
$1,060	June 22, 2018
$1,095	June 22, 2019
$1,130	June 22, 2020
$1,165	June 22, 2021
$1,200	June 22, 2022

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	A monthly benefit based on the accrued benefit rate plus a monthly supplement of $7.20 per year of pension service (maximum 25 years), payable until the earlier of age 65 or recovery, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement. Disability retirement benefits will not be payable while company-paid sickness and accident benefits are being paid, and will be reduced each month (not below $0) for payments under any workers' compensation or occupational disease law to which the retiree is entitled.
Monthly preretirement death benefit	Monthly preretirement death benefit payable on behalf of an active employee is computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and at that time died. Coverage can be waived with spousal consent.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years pension service
Special early retirement	Age 60 but not yet 62, and at least 30 years pension service
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	If totally and permanently disabled with at least 10 years of pension service

SCHEDULE SB ATTACHMENTS

Pre-retirement death

Upon the death of a participant eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse (married at least one year)

Post-retirement additional death benefit

Normal and Early Retirees, and Disability pensioners retiring on or after age 60 and not covered under any group insurance plan to which Avco or Textron contributed.

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Monthly pension benefit determined as of early retirement date and reduced as follows:

Age Pension Starts	Percent of Pension
55	66.6%
56	72.6
57	78.4
58	85.6
59	92.8
60	95.2
61	97.6
62 and over	100.0

Postponed retirement

Monthly pension benefit determined as of actual retirement date

SCHEDULE SB ATTACHMENTS

Vested termination

Monthly pension benefit determined as of termination date and reduced as follows:

Age Pension Starts	Percent of Pension
55	50.0%
56	53.3
57	56.7
58	60.0
59	63.3
60	66.7
61	73.3
62	80.0
63	86.7
64	93.3

Pre-retirement death

A terminee entitled to a Termination Benefit will be charged for this coverage at the rate of 1/40 of 1% reduction for each month after termination of employment and before age 50 and 1/20 of 1% for each month of coverage thereafter until age 55.

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. If married, 95% of the single life annuity will automatically be payable, further adjusted if spouse is more than 5 years younger or older, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent. If the spouse predeceases the retiree, the benefit increases to the single life annuity. Disability and deferred vested employees in payment status, if married, will receive an actuarially reduced pension in order to provide a 50% continuation of benefits to the surviving spouse.

Pension Increases

None

Plan participants' contributions

None

SCHEDULE SB ATTACHMENTS

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B32: Summary of plan provisions – Beechcraft

Plan Provisions

Covered employees

Hourly employees of the Hawker Beechcraft Corporation and its subsidiaries.

Participation date

An Employee participates in the plan after attaining age 21 and one year of Service.

Definitions

Service

Elapsed time

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 and five years of Service.

Monthly pension benefit

Monthly benefit rate per year of Service according to the following schedule:

Monthly Benefit Rate	Effective for Termination On or After
$43.00	August 7, 2006
$44.00	August 6, 2007
$51.00	January 1, 2009

Monthly preretirement death benefit

Monthly preretirement death benefit payable on behalf of an active employee is computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and at that time died. Coverage can be waived with spousal consent.

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 5 years of Service

Postponed retirement

Retirement after NRD

SCHEDULE SB ATTACHMENTS

Vested termination — Termination for reasons other than death or retirement after completing five years of Service

Disability — Termination due to total and permanent disability as required for Social Security disability benefits.

Pre-retirement death — Upon the death of a participant eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse (married at least one year)

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD

Early retirement — Monthly pension benefit determined as of early retirement date and reduced as follows:

Age Pension Starts	Percent of Pension (%)
55	50
56	55
57	60
58	65
59	70
60	80
61	90
62 and over	100.0

Postponed retirement — Monthly pension benefit determined as of actual retirement date

SCHEDULE SB ATTACHMENTS

Vested termination	Monthly pension benefit determined as of termination date and reduced 0.6% for each of the first 60 months plus 0.4% for each additional month that the first payment date precedes NRD.
Disability	Monthly pension benefit determined as of: If disability is work connected, after absence of two months. If disability is not work connected and participant has at least 10 years of Service, after absence of six months.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise. Optional forms are available with an actuarial reduction.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2023

	Attained Years of Credited Service[2]										
Attained Age[1]	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	3	1	0	0	0	0	0	0	4
30-34	0	0	9	21	0	0	0	0	0	0	30
35-39	0	1	10	109	60	0	0	0	0	0	180
40-44	1	6	10	146	207	112	3	0	0	0	485
45-49	2	3	13	125	221	336	120	2	0	0	822
50-54	1	9	15	135	230	310	291	51	2	0	1,044
55-59	2	5	7	132	230	260	248	133	26	2	1,045
60-64	2	0	9	149	195	163	184	77	33	33	845
65-69	1	0	0	32	38	36	54	22	15	16	214
70 & over	3	0	1	6	4	7	3	2	0	2	28
Total	12	24	77	856	1,185	1,224	903	287	76	53	4,697

[1] Age and service for purposes of determining category are based on exact (not rounded) values.
[2] Does not include participants on leave or transferred participants as of January 1, 2023.

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a – Schedule of Active Participant Data as of January 1, 2023
Number and average account balance distributed by attained age and attained years of credited service

	Attained Years of Credited Service[1]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	1	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
35-39	0	1	4	71	34	0	0	0	0	0	110
	-	-	-	142,837	151,664	-	-	-	-	-	147,596
40-44	0	6	5	101	119	19	0	0	0	0	250
	-	-	-	150,613	162,550	-	-	-	-	-	162,866
45-49	1	3	7	86	108	144	11	1	0	0	361
	-	-	-	146,928	156,332	185,366	-	-	-	-	168,844
50-54	1	9	11	95	122	114	73	13	1	0	439
	-	-	-	141,284	153,889	184,859	214,562	-	-	-	173,048
55-59	1	5	2	103	106	106	57	39	13	0	432
	-	-	-	133,381	148,545	186,668	195,280	202,165	-	-	167,788
60-64	1	0	1	121	79	64	42	22	18	10	358
	-	-	-	132,954	149,574	173,721	163,633	186,681	-	-	153,826
65-69	0	0	0	20	15	17	16	6	10	4	88
	-	-	-	135,546	-	-	-	-	-	-	154,222
70 & over	0	0	0	6	0	2	0	1	0	0	9
	-	-	-	-	-	-	-	-	-	-	-
Total	4	24	30	604	583	466	199	82	42	14	2,048
	-	234,064	212,294	140,140	154,031	181,854	194,546	192,393	177,757	147,327	164,070

[1] Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

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
2023	4,954,220	7,911,820	251,993,864	264,859,903
2024	9,741,865	13,856,395	245,424,171	269,022,431
2025	15,943,290	18,288,229	238,073,855	272,305,373
2026	22,455,297	23,248,644	230,628,161	276,332,101
2027	29,113,043	28,392,608	222,988,594	280,494,244
2028	35,048,711	32,410,922	215,184,936	282,644,569
2029	41,042,889	36,308,775	207,220,145	284,571,810
2030	45,905,101	39,691,242	199,145,572	284,741,915
2031	50,785,698	42,566,346	190,985,716	284,337,759
2032	55,093,988	45,230,310	182,693,423	283,017,721
2033	59,228,344	48,293,619	174,269,598	281,791,560
2034	62,722,201	50,824,558	165,723,868	279,270,628
2035	66,010,525	52,970,915	157,052,227	276,033,667
2036	69,123,206	55,224,541	148,270,353	272,618,101
2037	71,869,999	56,536,524	139,399,769	267,806,292
2038	74,494,148	57,573,807	130,468,026	262,535,981
2039	76,780,407	58,445,323	121,508,676	256,734,406
2040	77,768,535	58,719,307	112,560,801	249,048,643
2041	79,465,062	58,697,303	103,668,864	241,831,229
2042	80,633,877	58,642,973	94,882,044	234,158,894
2043	81,096,109	58,042,499	86,252,843	225,391,450
2044	80,698,228	57,026,002	77,836,701	215,560,931
2045	80,184,265	55,862,878	69,691,594	205,738,736
2046	79,190,362	54,080,119	61,876,338	195,146,820
2047	77,674,137	51,983,190	54,449,279	184,106,606
2048	75,703,499	49,809,491	47,465,518	172,978,508
2049	73,418,599	47,306,049	40,973,857	161,698,505
2050	70,982,046	44,711,783	35,013,807	150,707,636

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2051	68,749,583	41,931,479	29,612,658	140,293,721
2052	65,619,355	39,170,249	24,783,678	129,573,282
2053	62,637,013	36,357,991	20,525,589	119,520,592
2054	59,002,903	33,501,552	16,823,409	109,327,864
2055	55,420,963	30,698,670	13,650,261	99,769,895
2056	51,676,085	27,950,578	10,969,280	90,595,943
2057	47,917,627	25,269,725	8,736,178	81,923,530
2058	44,132,360	22,696,097	6,902,089	73,730,546
2059	40,400,143	20,250,734	5,416,109	66,066,986
2060	36,750,242	17,948,909	4,227,633	58,926,784
2061	33,219,412	15,798,820	3,288,431	52,306,662
2062	29,831,748	13,810,475	2,554,193	46,196,416
2063	26,609,943	11,987,650	1,985,523	40,583,117
2064	23,570,959	10,330,613	1,548,438	35,450,010
2065	20,728,368	8,836,755	1,214,430	30,779,554
2066	18,091,689	7,501,124	960,102	26,552,915
2067	15,666,882	6,316,853	766,617	22,750,352
2068	13,456,626	5,275,701	619,130	19,351,457
2069	11,460,271	4,368,450	506,153	16,334,873
2070	9,674,209	3,585,158	418,924	13,678,292
2071	8,092,030	2,915,373	350,857	11,358,260
2072	6,704,719	2,348,363	297,062	9,350,145

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Textron Inc.
EIN/PN	05-0315468 / 076
Plan Name	Textron Master Retirement Plan
Valuation Date	January 1, 2023
Enrolled Actuary	Joseph A. Grondin
Enrollment Number	23-06662

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2023

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

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
2023	4,954,220	7,911,820	251,993,864	264,859,903
2024	9,741,865	13,856,395	245,424,171	269,022,431
2025	15,943,290	18,288,229	238,073,855	272,305,373
2026	22,455,297	23,248,644	230,628,161	276,332,101
2027	29,113,043	28,392,608	222,988,594	280,494,244
2028	35,048,711	32,410,922	215,184,936	282,644,569
2029	41,042,889	36,308,775	207,220,145	284,571,810
2030	45,905,101	39,691,242	199,145,572	284,741,915
2031	50,785,698	42,566,346	190,985,716	284,337,759
2032	55,093,988	45,230,310	182,693,423	283,017,721
2033	59,228,344	48,293,619	174,269,598	281,791,560
2034	62,722,201	50,824,558	165,723,868	279,270,628
2035	66,010,525	52,970,915	157,052,227	276,033,667
2036	69,123,206	55,224,541	148,270,353	272,618,101
2037	71,869,999	56,536,524	139,399,769	267,806,292
2038	74,494,148	57,573,807	130,468,026	262,535,981
2039	76,780,407	58,445,323	121,508,676	256,734,406
2040	77,768,535	58,719,307	112,560,801	249,048,643
2041	79,465,062	58,697,303	103,668,864	241,831,229
2042	80,633,877	58,642,973	94,882,044	234,158,894
2043	81,096,109	58,042,499	86,252,843	225,391,450
2044	80,698,228	57,026,002	77,836,701	215,560,931
2045	80,184,265	55,862,878	69,691,594	205,738,736
2046	79,190,362	54,080,119	61,876,338	195,146,820
2047	77,674,137	51,983,190	54,449,279	184,106,606
2048	75,703,499	49,809,491	47,465,518	172,978,508
2049	73,418,599	47,306,049	40,973,857	161,698,505
2050	70,982,046	44,711,783	35,013,807	150,707,636

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2051	68,749,583	41,931,479	29,612,658	140,293,721
2052	65,619,355	39,170,249	24,783,678	129,573,282
2053	62,637,013	36,357,991	20,525,589	119,520,592
2054	59,002,903	33,501,552	16,823,409	109,327,864
2055	55,420,963	30,698,670	13,650,261	99,769,895
2056	51,676,085	27,950,578	10,969,280	90,595,943
2057	47,917,627	25,269,725	8,736,178	81,923,530
2058	44,132,360	22,696,097	6,902,089	73,730,546
2059	40,400,143	20,250,734	5,416,109	66,066,986
2060	36,750,242	17,948,909	4,227,633	58,926,784
2061	33,219,412	15,798,820	3,288,431	52,306,662
2062	29,831,748	13,810,475	2,554,193	46,196,416
2063	26,609,943	11,987,650	1,985,523	40,583,117
2064	23,570,959	10,330,613	1,548,438	35,450,010
2065	20,728,368	8,836,755	1,214,430	30,779,554
2066	18,091,689	7,501,124	960,102	26,552,915
2067	15,666,882	6,316,853	766,617	22,750,352
2068	13,456,626	5,275,701	619,130	19,351,457
2069	11,460,271	4,368,450	506,153	16,334,873
2070	9,674,209	3,585,158	418,924	13,678,292
2071	8,092,030	2,915,373	350,857	11,358,260
2072	6,704,719	2,348,363	297,062	9,350,145

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Sponsor

Textron Inc.

Plan

Textron Master Retirement Plan (restated as of January 1, 2009)

Plans Merged into the Textron Master Retirement Plan

The following plans were merged into the Textron Master Retirement Plan (provisions summarized in Appendix B1) as of December 31, 1995:

Plan	Provision Summary
Harvard	Appendix B2
Holland	Appendix B3
Greenlee Genoa	Appendix B4
Vevay	Appendix B5
Micro-Precision	Appendix B6
Textron Hourly Plans	Appendix B7
Lycoming Turbine Engine	Appendix B8
Progressive Manufacturing, Inc.	Appendix B9

The following plans were merged into the Textron Master Retirement Plan as of December 31, 1996:

Plan	Provision Summary
Retiree Pension Plan	Appendix B10
Bell Aerospace Non-Union	Appendix B11
Bell Aerospace Union	Appendix B12

The following plans were merged into the Textron Master Retirement Plan as of December 31, 1998:

Plan	Provision Summary
Textron Pension Plan for Cessna Salaried Exempt Employees	Appendix B13

The following plans were merged into Textron Master Retirement Plan as of December 31, 2000:

Plan	Provision Summary
Cushman	Appendix B14
Greenlee Fairmont	Appendix B15

SCHEDULE SB ATTACHMENTS

Kautex Wilmington	Appendix B16

The following plan was merged into Textron Master Retirement Plan as of January 1, 2001:

Plan	Provision Summary
Micromatic	Appendix B17

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2001:

Plan	Provision Summary
Bell Asia	Appendix B18
Cessna Non-Exempt	Appendix B19
Cadillac Gage Greenville	Appendix B20
Cadillac Gage Warren	Appendix B21
HR Textron	Appendix B22
Jacobsen Racine	Appendix B23
McCauley (Local 5)	Appendix B24
McCauley (Local 225)	Appendix B25
Textron Marine and Land Systems	Appendix B26
Turbine Engine Components	Appendix B27

The following plan was merged into the Textron Master Retirement Plan as of December 31, 2005:

Plan	Provision Summary
Greenlee Union	Appendix B28

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2008:

Plan	Provision Summary
UIC Retirement	Appendix B29
Detroit Stoker	Appendix B30

The following plans were merged into the Textron Master Retirement Plan as of December 31, 2014:

Plan	Provision Summary
Lycoming	Appendix B31
Beechcraft	Appendix B32

SCHEDULE SB ATTACHMENTS

Appendix B1: Summary of plan provisions – Main Pay-Related Formula

Plan Provisions

The most recent amendment reflected in the following plan provisions was effective January 1, 2007.

Participation date	A Covered Employee participates after being employed for at least 1,000 hours in first 12 months of employment or for any calendar year.

Definitions

Vesting service	Years and completed months of employment by an Employment Unit and any predecessor of such Employment Unit.
Pension service	The sum of: Pension service under Benefit Part 1 of the Textron Master Retirement Plan through December 31, 1975; plus Years and completed months of covered employment subsequent to December 31, 1975; plus Years and completed months of employment by a predecessor company if included pursuant to Plan amendment; plus Years and completed months subsequent to termination of employment as a result of total disability and prior to age 65, death, recovery or commencement of benefits under the Plan.
Compensation	Wages including 401(k) and flex deferrals, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.
Average compensation	Based on best consecutive 5 calendar years of Compensation during all employment with Textron.
Covered compensation	82.5% of the career average Social Security taxable wage base for an individual attaining Social Security Retirement Age in that year.

SCHEDULE SB ATTACHMENTS

Grandfathered employee

A Covered Employee on January 1, 2007 who had:

1. Attained age 60 or completed 5 years of vesting service no later than January 1, 2007

plus

2. Earned sufficient vesting service such that the sum of the member's age in completed years as of January 1, 2007 and full years of vesting service as of January 1, 2007 equals or exceeds 55.

Retirement account

The sum of:

1. The account balance in the Textron Retirement Account Plan

and

2. The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.

Retirement account actuarial equivalence

The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.

Retirement account rollover option

The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Benefit is equal to the greatest of 1, 2, 3, 4, or 5.

1. The sum of a and b

   a. The sum of (i) 1.50% of the difference between monthly Average Compensation and Covered Compensation, and (iii) 1.00% of the lesser of Covered Compensation or monthly Average compensation; times (iii) pension service through December 31, 2006 subject to a total limit of 35 years.

   and

   b. 4/3% of monthly Average Compensation times pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date);

2. $50 per year of pension service with service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in 1b.

3. For Participants listed on Supplement 3 to Addendum A, the monthly benefit listed in that Supplement

4. For Grandfathered Employees only: The sum of (i) 1.50% of the difference between monthly Average Compensation and Covered Compensation, and (ii) 1.00% of the lesser of Covered Compensation or monthly Average compensation; times (iii) pension service subject to a total limit of 35 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in 1b.

5. The participant's accrued benefit earned as of December 31, 2006.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a vested married Employee, the surviving spouse shall receive, commencing on the earliest commencement date of date of death if later, the 50% surviving spouse benefit that would have been payable to the spouse had the Employee terminated at death and elected early commencement of benefits. Upon the death of a participant eligible for Normal or Early Retirement, a death benefits will be payable to the beneficiary equal to 60 monthly payments of the participant's life annuity that would have been payable had he retired at death.
Monthly post-retirement death benefit	The beneficiary of a participant who dies while receiving or eligible to receive a normal or early retirement benefit, shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. Death benefits are equal to an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other elected option.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Eligibility is the earlier of: Age 60, Age 55 with at least 5 years of vesting service, or For employees hired prior to January 1, 2007, completion of 20 years of vesting service regardless of age.
Disability	Eligible for Federal Social Security benefits and disabled during employment.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement	For benefits payable under monthly pension benefit Section 1a, 3, 4 or 5 or for benefits accrued on or before December 31, 2006 under Normal Retirement Section 2, the Normal Retirement Benefit is reduced 5/12% for each month of benefit commencement before age 62 down to age 57, with reduction by table for commencement at younger ages. For benefits payable under Normal Retirement Section 1b and benefits accrued after December 31, 2006 under Normal Retirement Section 2, the Normal Retirement Benefit is reduced 5/12% for each month of benefit commencement before age 65 down to age 55, with reduction by table for commencement at younger ages.
Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit reduction that applies to benefits accrued after December 31, 2006 if commenced before age 65, but no earlier than age 55.
Disablement	Participant continues to accrue pension service and vesting service until the earlier of death, recovery, age 65 or pension commencement. Employees transferred to other Textron Plans who subsequently become disabled continue to accrue vesting service only.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

SCHEDULE SB ATTACHMENTS

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B2: Summary of plan provisions – Harvard

Plan Provisions	
Covered employees	Non-union hourly-paid employees of Textron Inc. at its Harvard, Illinois plant.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1983.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly disability benefit	Monthly benefit based on twice the benefit level per year of pension service payable until age 65, at which time the benefits are recalculated based on the normal benefit accrued at disability retirement.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989, for this pre-retirement death benefit.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Monthly disability benefit payable until age 65, at which time the benefits are recalculated based on the normal benefit accrued at disability retirement.

SCHEDULE SB ATTACHMENTS

Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit reduction that applies to benefits accrued after December 31, 2006 if commenced before age 65, but no earlier than age 55.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B3: Summary of plan provisions – Holland

Plan Provisions	
Covered employees	Non-union hourly-paid employees of Textron Inc. at its Holland or Zeeland, Michigan plants.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to July 1, 1970.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service.
Monthly disability benefit	Monthly benefit based on twice the benefit level per year of pension service payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage, after January 1, 1989, for this pre-retirement death benefit.
Monthly post-retirement death benefit	Elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Monthly disability benefit payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement.
Vested termination	Accrued normal benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B4: Summary of plan provisions – Greenlee Genoa

Plan Provisions	
Participation date	An Employee participates at date of hire.
Covered employees	Genoa employees of Greenlee Textron Inc.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year. If less than 1,700 hours of service but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service is earned; provided that in any year where 1,000 hours are earned, a minimum of the ratio of hours earned to 2,080, rounded to the nearest tenth, shall be granted.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly basic benefit is equal to $27.00 per year of pension service. Monthly Supplemental benefit for participants who have made employee contributions equal to $1.50 per year of pension service.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of Vesting service who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 15 years of Vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death. To provide this coverage, there is a charge to participants of 1/20% reduction in pension for each month the coverage is in effect after the later of January 1, 1996 or age 55.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Permanent and Total disability and 5 years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Reduced monthly by any other disability benefits, payable until Permanent and Total disability no longer applies or to age 65

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or benefits can be reduced for early commencement between the ages of 55 and 65 at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	Up to 5% per annum
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B5: Summary of plan provisions – Vevay

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the Vevay, Indiana plant of the Randall Division of Textron Inc., and the International Association of Machinists and Aerospace Workers, AFL-CIO, District Lodge 90, Local 2395, working at least 1,000 hours for the first 12 months of employment or any calendar year.
Participation date	An employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest ¼ year for less than 1,800 hours. Maximum pension service is 30 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $10.75 per year of pension service (maximum pension service is 30 years).
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

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Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 62 and 10 years pension service
Disability	10 years vesting service and eligible for Social Security disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 65
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 62 and 65, at the rate of ½% per month of commencement before age 65
Disablement	Accrued monthly pension benefit payable until the earlier of age 65 or recovery from disability. This benefit will be reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer. Commencing the first day of the month after eligibility.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None

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Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B6: Summary of plan provisions – Micro-Precision

Plan Provisions	
Covered employees	All hourly paid employees of Textron Inc. at its Berne, Indiana plant.
Participation date	An Employee who has attained age 21 and has been employed by the Company or an affiliate for one year will be eligible to participate.

Definitions	
Pension service	An Employee earns pension service for uninterrupted employment with the Company. Beginning January 1, 1976 one full year of pension service is earned for each Plan Year (calendar year) in which the Employee earns 1,000 or more hours of service; no credit for less.
Final average earnings	The final 60 months' average of an Employee's regular earnings, excluding bonuses, overtime and other non-recurring compensation.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	1% of the Employee's Final Average Earnings times full years of pension service (not in excess of 30).

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of pension service, who has not waived coverage, the surviving spouse shall receive 50% of the pension the participant would have been entitled to receive had he terminated at date of death, survived to earliest benefit commencement date, retired with the 50% joint and contingent option in effect and then died. Coverage is automatic. However, for participants over age 55, a reduction of 1/20% of the accrued benefit per month of coverage will be effective. Waiver can only be made with spousal consent.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	None
Disability	10 years pension service, total and permanent disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	None
Disablement	A monthly pension computed as if the participant had continued in employment to normal retirement date with his current Final Average Earnings in effect, multiplied by a ratio the numerator of which is the Participant's actual pension service at termination, and the denominator of which is his total possible pension service at normal retirement date, no maximum.
Vested termination	The accrued benefit as defined under "Disablement" above is payable in full at age 65, or reduced as follows (pro rata for intermediate ages):

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Age at Benefit Commencement	% of Benefit Payable
55	75.7%
56	77.6%
57	79.6%
58	81.8%
59	84.0%
60	86.5%
61	88.7%
62	91.3%
63	94.0%
64	96.8%
65	100.0%

Other Plan Provisions

Forms of payment The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension increases None

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B7: Summary of plan provisions – Textron Hourly Plans

Plan Provisions	
Covered employees	Hourly paid persons not represented by a collective bargaining unit employed by any of the participating units.
Participation date	An Employee participates according to the applicable schedule in the plan if employed for at least 1000 hours in the first 12 months of employment or for any calendar year.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year or 1,000 or more hours of service after the date specified in his participating unit's Benefit Schedule, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of pension service for each calendar year of 1,800 or more hours of service, reduced pro rata to the 1/10th year if less. Additional periods may be credited in accordance with each participating unit's Benefit Schedule.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

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Monthly pension benefit

Monthly benefit is equal to applicable rate below per year of pension service:

Benefit Division	Level
Angola	16.00
Avilla	17.00
Bates	16.00
Cessna Bend	21.00
Columbus	21.00
E-Z-Go	18.50
Homelite	13.00
Homelite Saw Chain	10.00
Jacobsen Arrowood	21.00
Lavonia (Winn)	16.00
Manchester (Winn)	15.50
McMinnville	12.00
Norwood	16.00
Pendleton	14.00
Speidel	13.00
Swannanoa	17.00

Monthly pre-retirement death benefit

Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989 for this pre-retirement death benefit.

Monthly post-retirement death benefit

The elected form of payment.

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 10 years of vesting service

Disability

Available to participants at the Angola, Columbus, Homelite, Jacobsen-Arrowood, Pendleton, and Swannanoa locations:
10 years Vesting service and eligible for Social Security disability, commencing 6 months after total disability

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Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62
Disablement	Unreduced accrued monthly pension benefit payable until the earlier of age 65 or recovery
Vested termination	Accrued normal benefit is payable in full at age 65, or reduced ½% per month for early commencement from age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

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Changes in Benefits Valued Since Prior Year

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

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Appendix B8: Summary of plan provisions – Lycoming Turbine Engine

Plan Provisions

Based on separate documents for each of the five participating units below (no active participants).

Supplemental Agreement Covering Pensions between Local 1010 of the UAW and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 539 of the UPGWA and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 376 of the UAW and Textron Lycoming Avco.

Supplemental Agreement Covering Pensions between Local 1251 of the UAW and Textron Lycoming Division Avco Corp., Stratford, CT.

Supplemental Agreement Covering Pension non-union employees of Textron Lycoming Avco.

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B9: Summary of plan provisions – Progressive Manufacturing, Inc.

Plan Provisions	
Covered employees	Any employed persons maintaining the plan and including any leased employees or self-employed individuals who adopt the plan.
Participation date	An Employee participates according to the applicable schedule in the plan if employed for at least 1,000 hours in the first 12 months of employment or for any calendar year.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of pension service for each calendar year of 1,000 or more hours of service.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $18.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989 for this pre-retirement death benefit.

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Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	None
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	None
Disablement	Unreduced accrued monthly benefit until date of disability
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced ½% per month for early commencement from age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B10: Summary of plan provisions – Retiree Pension Plan

Plan Provisions

Provisions	Based upon separate documents for each participating unit; no active participants.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B11: Summary of plan provisions – Bell Aerospace Non-Union

Plan Provisions	
Covered employees	All hourly non-union employees of Bell Aerospace Textron, Division of Textron Inc., at its Buffalo and Niagara Falls, New York locations.
Participation date	An employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours. On February 7, 1981, all pension service accruals ceased.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or age 62 with 10 years of vesting service.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, receive an additional monthly benefit of $14.60.
Level income special allowance	Participants retiring after attainment of age 60 and 20 years of Pension service shall receive a Level Income Supplemental Allowance (LISA) of $375 per month until age 62.
Monthly pension benefit	Monthly benefit is equal to $18.00 per year of pension service.

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Supplemental benefit	Participants retiring after attainment of age 60 and 10 years pension service, (but less than 20) will receive a temporary supplement equal to $96 per month (reduced by 5/9% for each month by which retirement precedes age 62) payable until age 62.
Monthly disability benefit	A monthly benefit of $325 is payable until age 65, at which time the benefits are recalculated.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vested service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest benefit commencement age and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	In addition to the elected form of payment, a lump sum benefit of $2,000 is payable to the employee's designated beneficiary.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years of vested service
Disability	10 years pension service and eligible for Social Security disability benefits, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced from age 62. For retirements after age 60 and 20 or more years of pension service, the benefit is payable unreduced

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Disablement	Monthly disability benefit payable until age 65, at which time the benefits are recalculated
Vested termination	Accrued monthly pension benefit is payable in full at age 62, or commencing between the ages of 55 and 62 with actuarial reduction

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 55% joint and survivor annuity with pop-up feature, life-only, or 100% joint and last surviving spouse may be elected.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B12: Summary of plan provisions – Bell Aerospace Union

Plan Provisions	
Covered employees	All persons covered by collective bargaining agreements with Bell Aerospace Textron, Division of Textron Inc., at its Buffalo and Niagara Falls, New York locations.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a Member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $23.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or age 62 with 10 years vesting service.
Monthly disability benefit	A monthly benefit of $350 payable until age 62.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vested service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time.

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Monthly post-retirement death benefit	The elected form of payment.
Special age 65 benefit	Retired employees over age 65 and Disability retirees who were employed after August 31, 1987, receive an additional monthly benefit of $17.90. Retirees over age 65 who terminated on or before August 31, 1987, receive an additional monthly benefit of $14.60.
Supplemental benefits	Participants retiring after attainment of age 60 and 10 years of pension service shall receive a temporary supplement equal to $96 per month (reduced by 5/9% for each month by which retirement precedes age 62) payable until age 62. Participants retiring after attainment of age 60 and 20 years of pension service shall receive a Level Income Supplemental Allowance (LISA) of $375 per month until age 62.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years pension service and eligible for Social Security disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced actuarially from age 62. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.
Disablement	Monthly disability benefit payable until age 65, at which time the benefit is recalculated based on the normal benefit accrued at termination.

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Vested termination	Accrued monthly pension benefit is payable in full at age 65, or actuarially reduced from age 62 for commencement on or after age 55.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 55% joint and survivor annuity with pop-future feature, life-only, or 100% joint and last surviving spouse may be elected.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B13: Summary of plan provisions – Textron Pension Plan for Cessna Salaried Exempt Employees

Plan Provisions	
Covered employees	Salaried exempt persons employed by an Employing Unit.
Participation date	A Covered Employee employed for at least 1,000 hours in first 12 months of employment or for any calendar year.

Definitions	
Plan membership	A participant is credited with 1 month of Plan Membership for each calendar month in which he shall be an Active Member and shall receive base compensation as a Salaried Exempt Employee.
Pension service	Plan membership before January 1, 2007 plus years and completed months as a Covered Employee after December 31, 2006 until severance and including service while totally disabled.
Compensation base	Average of the highest five consecutive years of compensation.
Compensation	Wages including 401(k) and flex deferrals, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.
Accumulated contributions	A participant's contributions to the Plan accumulated with interest at 120% of the Federal mid-term rates (as in effect on the first month of each Plan Year).
Final average monthly salary	Best consecutive 60-month average of the salary rates in effect on the first day of each month within the past 120 months including 100% of incentive compensation.

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Grandfathered employee

A Covered Employee on January 1, 2007 who had:

1. Attained age 60 or completed 5 years of vesting service no later than January 1, 2007

plus

2. Earned sufficient vesting service such that the sum of the member's age in complete years as of January 1, 2007 and full years of vesting service as of January 1, 2007 equals or exceeds 55.

Retirement account

The sum of:

1. The account balance in the Textron Retirement Account Plan

and

2. The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.

Retirement account actuarial equivalence

The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.

Retirement account rollover option

The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

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Monthly pension benefit

Benefit is equal to the greater of A, B, C, D or E:

A. The larger of 1 or 2:

1. Final Average Benefit Formula: $1\frac{1}{3}\%$ of Final Average Monthly Salary times Plan Membership (limited to 40 years) as of December 31, 2006.

2.

a. Career Average Benefit Formula: $1/12^{th}$ of $1\frac{3}{4}\%$ of base compensation (including 50% of incentive compensation) up to $23,400, plus 2% of base compensation in excess of $23,400, for each year while an active member of the Plan but only taking into account credited service as of December 31, 2006 (or if less, 35 years of pension service). For each year benefits accrue beyond 35 years, $1/12^{th}$ of 2% of base compensation shall accrue.

NOTE: Benefits will accrue under the career average benefit formula only for those individuals who were salaried employees as of July 1, 1990.

plus

b. 4/3% of the Compensation base, divided by 12 times Pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date)

B. For Grandfathered Employees only:

The larger of 1 or 2:

1. Final Average Benefit Formula: 4/3% of Final Average Monthly Salary times Plan Membership not in excess of 40 years with any portion of such amount that is attributable to Plan Membership earned after December 31, 2006 being offset by the participant's Retirement Account as described in A2.

2. Career Average Benefit Formula: 1/12th of $1\frac{3}{4}\%$ of base compensation (including 50% of incentive compensation) up to $23,400, plus 2% of base compensation in excess of $23,400, for each year while an active member of the Plan (or if less, 35 years of credited service). For each year benefits accrue beyond 35 years, 1/12th of 2% of base compensation shall accrue. Any portion of such amount that

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is attributable to Plan Membership earned after December 31, 2006 is offset by the participant's Retirement Account as described in A2.

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Normal retirement (continued)	C. $51 per year of pension service with service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A2. D. Supplement 4 to Addendum F1 specifies the minimum monthly benefit payable to participants listed in the Supplement. E. The participant's accrued benefit as of December 31, 2006.
Monthly pre-retirement death benefit	Upon the death of a vested married Employee, the surviving spouse shall receive, commencing on the earliest commencement date of date of death if later, the 50% surviving spouse benefit that would have been payable to the spouse had the Employee terminated at death and elected early commencement of benefits. Upon the death of a participant eligible for Normal or Early Retirement, a death benefit will be payable to the beneficiary equal to 60 monthly payments of the participant's life annuity that would have been payable had he retired at death.
Monthly post-retirement death benefit	The beneficiary of a participant who dies while receiving or eligible to receive a normal or early retirement benefit shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. Death benefits are equal to an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other elected option.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	The earlier of age 60 or age 55 with 5 years of continuous service
Disability	If eligible for disability benefits under an Employing Unit's long-term disability program
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

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Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

1. For benefits payable under monthly pension benefit Sections A1, A2, B, C, D, E or for benefit accrued on or before December 31, 2006 under monthly pension benefit Section C.

   Final Average Benefit Formula and Minimum Benefit Formula: Reduced 2½% per year prior to age 62.

   Career Average Benefit Formula: Benefits are unreduced if the Member's age and continuous service equals or exceeds the amounts specified below:

Attained Age	Required Points
55	85
56	84
57	83
58	82
59	81
60	80
61	76
62	72
63	68
64	69

   If these point requirements are not met, the accrued benefit will be reduced by the lesser of (i) 2½% times the number by which the required points exceeds his points, or (ii) 2½% for each year between his Normal Retirement Date and the date of commencement of benefits.

2. For benefits payable under monthly pension benefit Sections A1 or for benefits accrued after December 31, 2006 under monthly pension benefit Section C:

   Accrued monthly pension benefit reduced 5/12% for each month of benefit commencement before age 65.

Disablement

Accrued monthly pension benefit payable commencing at age 65

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Vested termination	The benefit, payable as a straight life annuity starting on the participant's Normal Retirement Age (65), equals the participant's monthly pension benefit. The benefit is reduced the same as the Early Retirement benefit if commenced before age 65, but no earlier than age 55. A terminated Employee may elect to receive his Accumulated Contributions in lump sum with subsequent actuarial reduction in deferred vested pension.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B14: Summary of plan provisions – Cushman Industries

Plan Provisions	
Covered employees	All full-time persons employed by Cushman, Inc. and covered by a collective bargaining agreement, except those employed at the Edgewater, Florida facility.
Participation date	Each Employee participates as of their date of hire.

Definitions	
Pension service	A year of pension service is granted if an employee has worked 12 full months in a calendar year. Each additional full month worked constitutes 1/12 of a year of pension service. Pension service includes any pension service under the OMC Pension Plan as of January 1, 1990.
Continuous service	A year of continuous service is granted for each calendar year in which a participant has worked not less than 1,000 hours. For each plan year in which less than 1,000 hours are worked, a month of continuous service is earned for each 170 hours worked. Continuous service includes any continuous service under the OMC Pension Plan as of January 1, 1990.
Nonexempt salaried OMC service	Nonexempt Salaried OMC (Outboard Marine Corporation) Service is any pension service earned under the OMC Pension Plan as of September 26, 1989 as a nonexempt Salaried employee.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or 5 years of continuous service.
Monthly pension benefit	The monthly benefit is equal to: 1. $23 times pension service, plus 2. $13.25 times Non-Exempt Salaried OMC Service, minus 3. The OMC accrued benefit as of September 26, 1989.

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Supplemental benefit

Sum of age plus continuous service equals 88 points, or 30 years of pension service. The monthly pension benefit unreduced is payable immediately plus a temporary supplemental benefit as described below:

Age at Retirement	Temporary Monthly Supplement to Age 62
53	$245
54	250
55	255
56	260
57	265
58	270
59	275
60	280
61	285

Monthly death benefits

Surviving spouses:

Pre-Retirement: Upon the death of a participant after 5 years of continuous service, the surviving spouse shall receive the greater of a 10-Year Term Certain annuity commencing immediately, or a 50% survivor benefit computed as if the participant had terminated employment at date of death survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.

Post-Retirement: Upon the death of a participant after 5 years of continuous service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.

Other Beneficiaries:

Upon the death of a participant after 5 years of continuous service, a designated beneficiary shall receive, at their option, a life annuity, a 10-year term certain annuity, or a lump sum actuarially equivalent to the 10-year term certain annuity.

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Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 with 10 years continuous service
Disablement	Total and Permanent disability after 5 years of continuous service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	The early retirement benefit is equal to the monthly pension benefit reduced by the lesser of: 1. 6% for each point less than 88 at early retirement, or 2. ½% for each month early retirement precedes age 62.
Disablement	Monthly pension benefit payable immediately
Vested termination	A deferred benefit equal to the accrued monthly pension benefit will be payable at age 60, reduced by ½% for each month commencement precedes age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None

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Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B15: Summary of plan provisions – Greenlee Fairmont

Plan Provisions	
Covered employees	All persons employed 1,000 or more hours per year and covered by the Collective Bargaining Agreement between Greenlee Textron Inc. at its Fairmont, MN plant, and Local 1016 of the UAAIW, AFL-CIO.
Participation date	An Employee participates at date of hire until such time as seniority is lost.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year while working in the Fairmont plant (established March 5, 1992). If less than 1,700 hours of service but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service is earned.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $22.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

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Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage, there is a charge to participants of 1/40% reduction in pension for each month the coverage is in effect before the age of 50, 1/20%/month reduction after age 50 until early retirement age, and 1/12%/month reduction for coverage after early retirement age.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Five years of vesting service and eligible for Social Security disability benefits, commencing the first day of the month after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced ½% per month of commencement before age 62.

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Disablement	The accrued monthly pension benefit is payable reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

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Appendix B16: Summary of plan provisions – Kautex Wilmington

Plan Provisions	
Covered employees	All union and non-union hourly paid employees at the Wilmington, Ohio plant of the Kautex Division of Textron Inc.
Participation date	An Employee participates at the date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Maximum pension service is 30 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $22.00 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	Age 50 and 15 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 6/10% per month of commencement before age 65
Disablement	Greater of $50.00, or the accrued monthly pension benefit reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B17: Summary of plan provisions – Micromatic

Plan Provisions

Covered employees

All persons covered by the Collective Bargaining Agreement between Micromatic Operations, Inc., a subsidiary of Textron Inc., and Local 1502 of the UAAAIW.

Participation date

An Employee participates at the date of hire.

Definitions

Vesting service

An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of pension service earned for that year.

Pension service

A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.

Hours of service

Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65.

Monthly pension benefit

Monthly benefit is equal to the monthly benefit rate according to the schedule below, per year of pension service:

Monthly Benefit Rate	Effective for Terminations On or After
$22.50	February 1, 1998
23.00	February 1, 1999
23.50	February 1, 2000
24.00	February 1, 2001
24.50	February 1, 2002
25.00	February 1, 2003

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	Monthly benefit is equal to $39.00 times years of pension service.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect before age 55.
Monthly post-retirement death benefit	The elected form of payment.
Special age 65 benefit	Early and Normal retirees, who are over age 65, and disability retirees, or their surviving spouses, will receive an additional monthly benefit of $28.60.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years of pension service
Disablement	10 years of pension service commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 5/9% per month of commencement before age 62

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of 5/9% per month of commencement before age 65
Disability	Monthly disability benefit, payable until the earlier of age 65 or eligibility for unreduced Social Security benefits, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option will not be effective for disability annuitants until attainment of age 55 and will never apply to any temporary benefits. For participants who terminate after February 1, 1993, the computed benefit reverts to single life annuity form if the spouse predeceases the participant.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B18: Summary of plan provisions – Bell Asia

Plan Provisions	
Covered employees	Key Employees employed outside the United States by any affiliate of Textron that has adopted Addendum W.
Participation date	Employees identified on a schedule of Members maintained by the Employers.

Definitions	
Vesting service	Years and completed months of employment by an Employment Unit and any predecessor of such Employment Unit.
Compensation	U.S. dollar equivalent of Member's base pay, commissions and bonuses, but not including reimbursements or other expense allowances, fringe benefits, relocation payments, deferred compensation , equity-based compensation , severance pay or welfare benefits.
Interest credit rate	Greater of five percent and the average annual yield on ten-year treasury constant maturities (as published in the Federal Reserve Statistical Release) in effect for the month of November of the Plan Year immediately preceding the Plan Year for which the interest credit is to be allocated.
Contribution credits	The Applicable Percentage of the Member's Compensation. For Bell Helicopter Asia (Pte) Ltd., the credit is 20% and for Textron Poland S.p. Zo.o. it is 10%.
Highly compensated employee	Participant who is both a U.S. Citizen and a "highly compensated employee" as defined in §414(q) of the code.

SCHEDULE SB ATTACHMENTS

Normal retirement	Monthly benefit is equal to the Contribution Credits and Interest Credits accumulated in the Member's Cash Balance Account converted into an immediate single life annuity using the Section 417(e) Conversion Basis.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefit	For non-Highly Compensated Members, the vested Cash Balance payable to the Beneficiary in a lump sum. If the Beneficiary is the Surviving Spouse the spouse may choose an Actuarial Equivalent single life annuity. For Highly Compensated Members, the Surviving Spouse shall receive a single life annuity equal to 50% of the joint and 50% survivor annuity computed as if the Member retired, commenced payment of such benefit, and then died. If the Member's death occurred after age 55, payment commences immediately. If the Member's death occurred prior to age 55, payment commences when the Member would have attained age 55.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	A non-Highly Compensated Employee is eligible to receive his or her Vested Cash Balance Account benefit upon termination of Employment. Highly Compensated Employees are eligible for early retirement at the earliest of age 55 and 10 years of vesting service, age 60 or 20 years of vesting service.
Disability	Eligible for Social Security benefits (or equivalent) and disabled during employment
Vested termination	Termination for reasons other than death or retirement after completing three years of vesting service. Non-U.S. citizens are 50% vested before completing three years of vesting service.

Benefits Paid Upon the Following Events

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The annuity amount is equal to the Actuarial Equivalent of the Cash Balance Account
Disablement	Contribution credits continue equal to 50% of contributions before disability. Credits continue until the earliest of Payment Commencement Date, age 65 or recovery

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B19: Summary of plan provisions – Cessna Non-Exempt

Plan Provisions	
Covered employees	Hourly or salaried nonexempt persons employed by an Employing Unit.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee over the age of 18 earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	An Employee over the age of 20 earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year. (If less than 1,800 hours are worked, then 1/12th of a year is earned for each 150 hours worked.) Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or completion of 5 years of participation or 5 years pension service, whichever first occurs.
Monthly pension benefit	Monthly benefit rate is $57.00 per year of pension service (maximum 45 years) other than as described below. Monthly benefit rate is $60.00 per year of pension service (maximum 45 years) for active Cessna bargained employees hired before October 17, 2014 and $59.00 for Textron Aviation non-bargained employees hired before January 1, 2012.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement date, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced per year of early commencement according to the following table:

Age plus Pension service	Reduction Factor
78 or less	6.0%
79 - 80	4.8
81 - 82	4.2
83 - 84	3.6
85 - 86	3.0
87 - 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

Vested termination

Accrued normal benefit is payable in full at age 65, or, if at least 10 years pension service, reduced actuarially for commencement between early retirement age and normal retirement age.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B20: Summary of plan provisions – Cadillac Gage Greenville

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Cadillac Gage Textron, Textron Inc. at its Greenville, OH plant and the Ex-Cell-O Independent Union.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of pension service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,800 hours, except that less than 750 compensated hours will earn no credit for the year.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $22.50 per year of pension service.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 10 years of pension service, spousal benefits will commence immediately with the reduction for early commencement being 6/10% per month for each complete month the participant was under 65 at death. To provide this coverage there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect after the age of 35 until the age of 60.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service
Disability	10 years pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced 6/10% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Disablement	The accrued monthly pension benefit plus a temporary benefit computed at the current rate per year of pension service (maximum $475.00) payable until the earlier of age 65 or eligibility for unreduced Social Security at which time the temporary benefit ceases
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits available.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B21: Summary of plan provisions – Cadillac Gage Warren

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Cadillac Gage Textron Inc. at its Warren, Michigan plant and Local 155 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $21.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Special age 65 benefit	Normal, Early, and Disability retirees or their surviving spouses retired prior to July 1, 1978 will receive an additional $7.10 monthly. Early and Normal retirees, who are over age 65, and Disability retirees, retired since July 1, 1978, or their surviving spouses, receive an additional monthly benefit of $96.40.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of pension service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 5 years of pension service, spousal benefits will commence immediately with the reduction for early commencement being 6/10% per month for each complete month the participant was under 65 at death. The charge to the participant for this coverage will be 1/100% per month reduction in benefit for months of coverage prior to eligibility for immediate spousal benefit commencement, and 1/20% reduction per month of coverage after age 60.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 5 years pension service
Disability	10 years pension service, commencing 26 weeks after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced 6/10% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Disablement	A monthly benefit computed as for normal retirement plus a temporary benefit equal to $8.50 multiplied by years of pension service with a maximum monthly temporary benefit of $210. This additional benefit is payable to the earlier of 65 or eligibility for a Federal Social Security benefit for disability.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable. For participants retiring on or after December 1, 1975, the computed benefit reverts to single life annuity form if the spouse predeceases the participant.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B22: Summary of plan provisions – HR Textron

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between HR Textron Inc. and the District Lodge 727, International Association of Machinists and Aerospace Workers, for and on behalf of its Local Lodge 758.
Participation date	An Employee participates at date of hire if employed for 1,000 hours in the first 12 months of employment.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,800 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $44.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 55 or older with at least 10 years of vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death. To provide this coverage, there is a charge to participants on and after August 23, 1984 of: 1/40% reduction in pension for each month the coverage is in effect before the age of 50, 1/20% per month reduction between ages 50 and 55, and 1/12% per month reduction for coverage between ages 55 and 65.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing the first day of the month after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD.
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62.

SCHEDULE SB ATTACHMENTS

Disablement	Accrued monthly pension benefit payable until the earlier of age 65 or recovery from disability. This benefit will be reduced for payments received under Workers' Compensation or any local, state, or Federal law (other than Social Security) for which premiums were paid by the Employer.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B23: Summary of plan provisions – Jacobsen Racine

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the Racine, Wisconsin plant of the Jacobsen Division of Textron Inc. and Local No. 556, UAW, Racine, Wisconsin and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America, working at least 1,000 hours for the first 12 months of employment or any calendar year.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	As of July 1, 2001, the benefit level is $24.50.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 or fifth anniversary of participation, if later.
Supplemental benefit	Employees who retire after age 60, but before age 62 and who have 30 or more years of pension service will receive a supplemental pension, in addition to their basic pension until they attain age 62. This supplement, when added to the basic pension, will increase their total monthly benefit to $750.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to earliest eligibility date, and elected commencement of benefits under the Normal Form of Payment and died at that time. If the participant had been age 60 or older with at least 10 years of vesting service, spousal benefits will commence immediately with the reduction for early commencement being ½% per month for each complete month the participant was under 62 at death.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	10 years vesting service and commencing after termination of employment
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Accrued monthly pension benefit plus a temporary benefit equal to $10 x pension service, payable until the earlier of age 65 or eligibility for unreduced Social Security disability benefits, at which time the benefit is recalculated based on the monthly pension benefit accrued at retirement

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after age 60, but prior to age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a percentage of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The conversion factor can be found in Table 2 or Table 3 of the Plan. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B24: Summary of plan provisions – McCauley (Local 5)

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the McCauley Accessory Division and the Metal Polishers, Buffers, Platers and Helpers, International Union, AFL-CIO, and its Local No. 5.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee earns one year of vesting service for each Plan Year of 1,000 or more hours of service after attaining age 20.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per year. Fractional credit is given at the rate of 1/10 year per 180 hours worked. Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years pension service or 10 years of participation.
Monthly pension benefit	The monthly benefit rate per year of pension service is $30.00 per year of service (maximum 45 years).
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

SCHEDULE SB ATTACHMENTS

Monthly post-retirement death benefit The elected form of payment.

Eligibility for Benefits

Normal retirement Retirement on NRD

Early retirement Age 55 and 10 years pension service

Disability If eligible for Social Security disability and disabled between ages 40 and 65 with minimum number of years of pension service as follows:

Attained Age	Years of pension service
40	15
42	14
44	13
46	12
48	11
50 & Over	10

Vested termination Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement Monthly pension benefit determined as of NRD

Early retirement Accrued monthly pension benefit, reduced per year of early commencement prior to Normal Retirement, according to the following table:

Age Plus Pension service	Annual Reduction Factor
78 or less	6.0%
79 - 80	4.8
81 - 82	4.2
83 - 84	3.6
85 - 86	3.0
87 - 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

Disablement Accrued monthly pension benefit is payable unreduced

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after attaining age 60 with at least 10 years pension service, at the same rate as early retirement

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B25: Summary of plan provisions – McCauley (Local 225)

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between the McCauley Accessory Division and the International Association of Machinists, AFL-CIO, and its Local No. 225.
Participation date	An Employee participates upon attainment of age 20 and one year of service with 1,000 hours.

Definitions	
Vesting service	An Employee earns one year of vesting service for each Plan Year of 1,000 or more hours of service after attaining age 20.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,800 (or more) hours per year. Fractional credit is given at the rate of 1/10 year per 180 hours worked. Maximum service is 45 years.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	The monthly benefit rate per year of pension service is $30.00 effective for termination on or after April 1, 2001.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years pension service and at least 10 years participation.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time.

SCHEDULE SB ATTACHMENTS

Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 10 years pension service

Disability

If eligible for Social Security disability and disabled between ages 40 and 65 with minimum number of years of pension service as follows:

Attained Age	Years of Pension service
40 – 41	15
42 – 43	14
44 - 45	13
46 – 47	12
48 – 49	11
50 & Over	10

Vested termination

Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced per year of early commencement prior to Normal Retirement according to the following table:

Age Plus Pension service	Annual Reduction Factor
78 or less	6.0%
79 – 80	4.8
81 – 82	4.2
83 – 84	3.6
85 – 86	3.0
87 – 88	2.4
89 & Over	1.2

Benefits are unreduced at age 62.

SCHEDULE SB ATTACHMENTS

Disablement	Accrued monthly pension benefit is payable unreduced
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement after attaining age 60 with at least 10 years pension service, at the same rate as early retirement

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B26: Summary of plan provisions – Textron Marine and Land Systems

Plan Provisions	
Covered employees	Non-union hourly-paid employees and all persons covered by the Collective Bargaining Agreement between Textron Marine Systems and the UAW, Local 1750 of the Textron Marine Systems Division of Textron Inc. Participants of Cadillac Gage Textron Inc. at its Cocoa, Florida Plant. All participants of Cadillac Gage Textron Inc. and Union Participants of Textron Marine Systems of Textron Inc. are inactive participants.
Participation date	An Employee participates at date of hire.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earned pension service prior to December 31, 1975 but after August 1, 1970, based on the service considered for vesting under the plan as in effect at that time and beginning January 1, 1976, he earns one year of service toward benefit accrual if compensated for 1,600 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,600 hours. In addition, pension service under this plan will include Years of Service for benefit accrual under the Halter Marine Services Pension Plan.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $20.00 per year of pension service ($15.00 for Cadillac Gage participants).
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

Plan Name:	Textron Master Retirement Plan
EIN / PN:	05-0315468 / 076
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Special early retirement for Textron Marine Systems Division of Textron Inc.	Age 60 but less than age 62, with 10 years of vesting service: Accrued normal retirement benefit, reduced actuarially from age 65. In addition, a supplement of $96 per month (reduced by 5/9% for each month below age 62 at the time of retirement) is payable from retirement until age 62.
Monthly disability benefit	A monthly benefit of $300 ($30.00 times pension service for Cadillac Gage Participants) payable until the earlier of age 65 or recovery.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 55% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. For Cadillac Gage Participants, benefit is reduced 1/20%/month of coverage.
Monthly post-retirement death benefit for participants of Textron Marine Systems Division of Textron Inc.	In addition to the elected form of payment, a lump sum benefit of $1,500 is payable to the employee's designated beneficiary.
Special age 65 benefit for participants of Textron Marine Systems Division of Textron Inc.	Early and Normal retirees, who are over age 65, and Disability retirees, receive an additional monthly benefit of $11.00. In addition, the plan will provide for each retired employee a benefit up to $92 per year for expenses incurred under the "basic" Medicare program under the Social Security Act for which no reimbursement was made because of the Medicare deductible provision.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability

SCHEDULE SB ATTACHMENTS

Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced actuarially from age 65. For Cadillac Gage Participants, reduction equal to ½% per each month commencement precedes age 62
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or at any time after age 55 with actuarial reduction from age 65 for those participants who have accrued 10 or more years of vesting service
Disablement	Monthly disability benefit payable until the earlier of age 65 or recovery, at which time the benefits are recalculated based on the monthly pension benefit accrued at disability retirement. Disability retirement benefits shall be reduced each month (not below $0) for payments under any workers' compensation or occupational disease law to which the retiree is entitled.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, a reduced single life annuity will automatically be payable, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent. Married participants of Cadillac Gage Textron Inc. receive 85% of the single life annuity with a 50% continuation to the spouse.
Pension increases	None
Plan participants' contributions	None

SCHEDULE SB ATTACHMENTS

Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B27: Summary of plan provisions – Turbine Engine Components

ACE PROVISIONS	
Plan Provisions	
Covered employee	All hourly paid employees at the Santa Fe Springs, California plant of Ace Industries Textron Inc.
Participation date	An Employee participates at date of hire if employed for 1,000 hours in the first 12 months of employment.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1985.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $18.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Participants under prior plan	30 participants in the Ace Industries Inc. Retirement Income Plan (terminated as of December 31, 1984) who subsequently retire under this Plan will be guaranteed as a Plan minimum the retirement benefit that would have been computed under the terminated Ace Plan based on total service to retirement and the compensation rate in effect as of June 30, 1984, less the accrued benefit distributed as of December 31, 1984 and any benefit based on the provisions of this plan.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20% per month of coverage after January 1, 1989 for this pre-retirement death benefit.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month for each month benefit commencement precedes age 62

SCHEDULE SB ATTACHMENTS

Disablement	Twice the accrued monthly pension benefit rate per year of pension service is payable reduced for payments received under Workers' Compensation or any local, state or Federal law (other than Social Security) for which premiums were paid by the Employer. At age 65, the benefits are recalculated based on the monthly pension benefit accrued at disability retirement.
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

AIRFOIL BLUFFTON PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Bluffton, Ohio plant and Local 1327 of the UAAAIW.
Participation date	An Employee participates at date of hire until such time as seniority is lost.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of uninterrupted employment with Ex-Cell-O Corporation and Textron Inc. of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to April 7, 1987.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly pension benefit	Monthly benefit is equal to $24.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Special age 65 benefit	Retirees over age 65, or their surviving spouses receiving pensions, receive an additional monthly benefit of $17.90.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 60, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years vesting service
Disability	10 years pension service and eligible for Social Security disability benefits, commencing 6 months after eligibility
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced in accordance with the following table (pro-rata for intermediate ages):

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or older	100.0

Disablement

The accrued monthly pension benefit payable in the Normal Form of Payment plus a temporary benefit equal to the current benefit rate per year of Pension service (maximum 25 years) payable until the earlier of age 65 or recovery from disability. The temporary benefit will be reduced for payments received under Workers' Compensation or any local, state, or federal law (other than Social Security) for which premiums were paid by the Employer.

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, at the rate of 6/10% per month of commencement before age 65.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

AIRFOIL FORGING PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Cleveland, Ohio plant and Local 2562 of the UAAAIW.
Participation date	An Employee participates as of January 1, 1987 or the January 1 nearest date of hire if later.
Definitions	
Vesting service	Continuous service with the Controlled Group after August 29, 1986, and uninterrupted employment with TRW, Inc. prior to August 29, 1986 if still employed on that date.
Pension service	Each compensated month for a participant on and after August 29, 1986 and also including up to 12 months layoff or approved leave of absence.
Monthly pension benefit	Monthly benefit is equal to $21.50 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, the surviving spouse (married at least one year as of date of death) shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Grandfather provision

Early retirement benefit with 30 or more years of vesting service, for Employees with 15 or more years of vesting service on August 29, 1986 but less than 30 years of vesting service on December 31, 1986 shall equal the sum of 1 and 2 below:

1. Monthly benefit rate per year of pension service, unreduced for early commencement, according to the schedule below:

Effective for Monthly Benefit Rate	Termination On or After
$19.00	July 1, 1992
19.50	November 25, 1996
20.00	November 25, 1997
20.50	November 25, 1998
21.00	November 25, 1999
21.50	November 25, 2000

2. A supplemental monthly benefit according to the schedule below less (1) above, and less the monthly benefit payable at the first date of eligibility for commencement of benefits under the provisions of the TRW-AWA Retirement Plan based on credited service accrued up to August 29, 1986; payable from date of retirement to the date the employee attains age 62.

Effective for Monthly Benefit Rate	Termination On or After
$1,000	July 1, 1992
1,000	November 25, 1996
1,200	November 25, 1997
1,200	November 25, 1998
1,200	November 25, 1999
1,000	November 25, 2000

Early retirement benefit with 30 or more years of vesting service for Employees with 30 or more years of vesting service on December 31, 1986 shall equal the accrued benefit to date of termination unreduced for early commencement.

Eligibility for Benefits

Normal retirement

Retirement on NRD

SCHEDULE SB ATTACHMENTS

Early retirement — Age 60 and 10 years vesting service, or after age 55 with 30 or more years vesting service

Disability — None

Vested termination — Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD.

Early retirement — Accrued monthly pension benefit, reduced to the following for commencement before age 62:

Age Pension Starts	Percent of Pension
55	58.6%
56	62.8
57	66.7
58	73.3
59	80.0
60	86.7
61	93.3
62	100.0

Disablement — None

Vested termination — A deferred benefit equal to the accrued monthly pension benefit will be payable at age 65, or commencing between the ages of 60 and 65 and reduced accordingly:

Age Pension Starts	Percent of Pension
60	66.7%
61	73.3
62	80.0
63	86.7
64	93.3
65	100.0

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

ATLANTIC PROVISIONS	
Plan Provisions	
Covered employee	Any person employed by Turbine Engine Components Textron Inc. at its Newington, Connecticut plant and not participating in another Textron plan.
Participation date	An Employee participates on the first of the month following the first year anniversary of date of hire.
Definitions	
Continuous service	The period of continuous employment as an Employee with Textron Inc.
Annual earnings	Base annual earnings excluding overtime, bonuses and commissions.
Plan year	Effective January 1, 1987 the Plan Year is the calendar year.
Retirement annuity credit	Each Plan Year, whether complete or partial, a participant accumulates a retirement annuity credit equal to 1.25% of the first $9,900 of Annual Earnings for that Plan Year, plus 1.75% of the excess for a maximum of 35 years of service. For years of service in excess of 35, a participant earns 1.65% of the Annual Earnings.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Normal retirement	Monthly benefit is equal to 1/12 of the sum of all Retirement Annuity Credits.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefits	The surviving spouse of a participant who had, at date of death, attained at least age 50 with 15 or more years of continuous service, or who had attained at least age 55, shall receive a survivor annuity equal to 50% of the participant's Retirement Annuity Credits, reduced ½% for each year in excess of 5 years that the spouse was younger than the participant, and reduced 1/20% for each month of coverage after the age of 55 and after January 1, 1995. Upon the death of a participant who does not qualify under the paragraph above, after 5 years of continuous service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. To provide this coverage there will be a charge to participants of 1/20% reduction in pension for each month the coverage is in effect after the age of 55 on and after January 1, 1995 (January 1, 1986 for deferred vested participants).
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55
Vested termination	5 years of continuous service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	1/12 of the sum of the Retirement Annuity Credits, reduced ½% per month by which commencement precedes normal retirement date

SCHEDULE SB ATTACHMENTS

Vested termination	1/12 of the sum of the Retirement Annuity Credits payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and contingent spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

BABCO PROVISIONS	
Plan Provisions	
Covered employee	Persons employed by Babco Textron Inc.
Participation service	An Employee will participate upon completion of one year of service. (Contributions were required until September 1, 1977.)
Definitions	
Vesting service	Any 12-month period commencing with September 1 or the Employee's hire date in which he is credited with at least 1,000 hours of service.
Pension service	As of September 1, 1976, pension service for a participant was equal to continuous service with the Company to the completed month. Commencing September 1, 1976 and for each 12-month period beginning with September 1 thereafter, an Employee earns a year of pension service if earning 1,000 hours of service during such 12-month period (no partial years). Once participating, an Employee is credited with pension service retroactive to the later of: (i) date of hire; (ii) September 1, 1977 if contributions to the Plan were waived; or (iii) date of election to contribute.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Accumulated contributions	A participant's contributions to the Plan accumulated with interest at 5% per annum.
Final average earnings	Best consecutive 5-year average compensation within the past 10 years including overtime, bonuses, and commissions.
Covered compensation	Career average Social Security taxable wage base for an individual attaining Social Security Retirement Age in that year.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit	1.1% of Final Average Earnings less .43% of Final Average Earnings up to Covered Compensation, times years of pension service (maximum 35 years).
Employee contributions	None after September 1, 1977.
Monthly pre-retirement death benefits	Upon the death of a vested married Employee, the surviving spouse shall receive the 50% contingent benefit as of the first date the Employee would have been eligible to start benefits, computed as if the Employee had elected commencement at that date with the option in effect, but having terminated at death. Upon the death of a vested single Employee, the Accumulated Contributions, if any, will be payable to the beneficiary.
Monthly post-retirement death benefit	Normal Form of Payment. If all benefits in total to both the retiree and surviving spouse do not equal or exceed the participant's Accumulated Contributions at retirement, the remainder will be paid to beneficiaries.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	Age 45, at least 10 years of pension service and eligible for Social Security disability benefits
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement

Accrued monthly pension benefit, reduced by table for early commencement before age 62, pro rata for interim ages:

Age Pension Starts	Percent of Pension
55	65%
56	70
57	75
58	80
59	85
60	90
61	95
62 or Older	100

Disablement

The benefit as computed for early retirement will be payable, but with no reduction for early commencement.

Vested termination

The accrued benefit is payable in full at age 65 or commencing between the ages of 55 and 65 and reduced 5/9% per month for each month of payment between 60 and 65, reduced a further 5/18% for each month of commencement before age 60. A terminated Employee may elect to receive his Accumulated Contributions in lump sum with subsequent actuarial reduction in deferred vested pension.

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and contingent spouse form is automatic unless the spouse consents otherwise.

Pension increases

None

Plan participants' contributions

None

Maximum of benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

SCHEDULE SB ATTACHMENTS

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

COMPRESSOR COMPONENTS PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Compressor Components Textron Inc. at its Danville, Pennsylvania plant and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and its Local 2787.
Participation date	An Employee participates at the later of January 1, 1987 or date of hire until such time as seniority is lost.
Definitions	
Vesting service	An Employee earns one year of vesting service for each year of continuous employment with TRW, Inc. and Compressor Components, including periods of absence or layoff of up to 12 months.
Pension service	A participant earns one-twelfth of a year of service for benefit accrual in each calendar month for which he is compensated by the Company as a participant after August 29, 1986, and also including for this purpose full calendar months of certain periods of service such as leave of absence, military leave, and layoff up to 12 months.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $21.00 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death, survived to age 55, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement — Retirement on NRD

Early retirement — Age 55 and 10 years vesting service

Disability — None

Vested termination — Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD

Early retirement — Accrued monthly pension benefit, reduced by table for early commencement before age 62, pro rata for interim ages:

Age Pension Starts	Percent of Pension
55	58.6%
56	62.8
57	66.7
58	73.3
59	80.0
60	86.7
61	93.3
62 or Older	100.0

Disablement — None

Vested termination — Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65 on an actuarially equivalent basis.

Other Plan Provisions

Forms of payment — The normal form is a single life annuity, unless married. If married, on a reduction basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension increases — None

Plan Name: Textron Master Retirement Plan
EIN / PN: 05-0315468 / 076
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

FOSTORIA PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Airfoil Textron Inc. at its Fostoria, Ohio plant and Local 1246 of the UAAAIW.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $24.00 per year of pension service effective August 1, 1994.
Supplemental allowance	Employees who retire on or after April 1, 1989 after age 60 with 85 or more points, shall receive a temporary benefit of $500 per month payable from age 60 to 65.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, or their surviving spouses receiving pensions, will receive an additional monthly benefit of $78.20.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest benefit commencement date based on his pension service, and elected commencement of benefits under the Normal Form of Payment and died at that time.
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service, or age 55 and sufficient service such that years of age and service (“points”) total 85 or more
Disability	10 years pension service, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD

SCHEDULE SB ATTACHMENTS

Early retirement

Accrued monthly pension benefit, reduced as follows (pro rata for intermediate ages):

Age 60 and 10 years pension service:

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or Older	100.0

Age 55 and 85 Points:

Age Pension Starts	Percent of Pension
55	69.4%
56	75.2
57	80.8
58	86.7
59	93.3
60 or older	100.0

Disablement

Full accrued monthly pension benefit under the Normal Form of Payment, plus a temporary monthly benefit equal to $24.00 times years of pension service up to 25 years payable until the earlier of age 65, eligibility for Social Security benefits for disability, or receipt of reduced Social Security benefits at age 62

Vested termination

Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65 (between the ages of 55 and 60 with at least 85 “points”) at the rate of 6/10% per month of commencement before age 65

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree’s death, with pop-up feature. If retired before January 1, 1977, the continuation will be 55%. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.

Pension increases

None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

LIMA PROVISIONS	
Plan Provisions	
Covered employee	All persons covered by the Collective Bargaining Agreement between Textron Inc., at its Lima, Ohio plant and Local 1211 of the UAAAIW.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. Hours that would have been credited while on Workers' Compensation or military leave will be included.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $24.50 per year of pension service.
Special age 65 benefit	Early and Normal retirees who are over age 65, and Disability retirees, or their surviving spouses receiving pensions, receive an additional monthly benefit of $78.20.
Supplemental allowance	Employees who retire on or after April 1, 1989 and after attaining age 58 with 85 or more points, shall receive a temporary benefit of $500 per month payable until age 62.

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, the surviving spouse shall receive a 60% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to age 55, or date of death, if later, and elected commencement of benefits under the Normal Form of Payment and died at that time. Payment commences the later of first of month following the participant's 55th birthday or first of month after death. If the participant had been age 55 or older with at least 10 years of pension service, spousal benefits will commence immediately with actuarial reduction for early commencement before age 62 (reduced from age 58, if the participant had at least 85 "points" at death).
Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 60 and 10 years pension service; or age 55 and 85 “points”; or age 58 and 85 “points” if retirement is after April 1, 1989
Disability	10 years pension service, commencing 12 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service.

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Accrued monthly pension benefit, reduced as follows:

If not having 85 "points" (i.e., years of age plus years of service = 85 or more), benefit is adjusted in accordance with this table (pro-rated for intermediate ages):

Age Pension Starts	Percent of Pension
60	86.7%
61	93.3
62 or older	100.0

With 85 "points" and retiring before age 58, adjusted in accordance with this table (pro-rated for intermediate ages):

Age Pension Starts	Percent of Pension
55	69.4%
56	75.2
57	80.8
58	86.7

For employees retiring on or after age 58 with 85 "points", the accrued normal benefit is unreduced.

Disablement

Full accrued monthly pension benefit under the Normal Form of Payment, plus a temporary monthly benefit equal to $24.50 times years of pension service up to 25 years, payable until the earlier of receipt of Social Security benefits for disability, reduced Social Security benefits at age 62, or attainment of age 65

Vested termination

Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 60 and 65, (between the ages of 55 and 60 with at least 85 "points"), at the rate of 6/10% per month of commencement before 65.

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 95% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 60% continuation to the surviving spouse after the retiree's death, with pop-up feature. If retired before January 1, 1977, the continuation will be 55%. The survivor option may be waived only with spousal consent, and will not apply to any temporary benefits payable.
Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

ORLANDO PROVISIONS	
Plan Provisions	
Covered employee	All hourly paid employees of Textron Inc. at its Orlando, Florida plant.
Participation date	An Employee participates at date of hire.
Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,700 (or more) hours per calendar year, reduced pro rata to the nearest 1/10 year for less than 1,700 hours. No pension service could be earned prior to January 1, 1980.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Monthly benefit is equal to $21.25 per year of pension service.
Monthly pre-retirement death benefit	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and died at that time. Effective January 1, 1989, participants' accrued benefits will be reduced 1/20%/month of coverage after January 1, 1989, for this pre-retirement death benefit.

SCHEDULE SB ATTACHMENTS

Monthly post-retirement death benefit	The elected form of payment.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service, and eligible for Social Security disability benefits, commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit, reduced ½% per month of commencement before age 62
Disablement	Accrued benefit based on twice the benefit rate payable until age 65, at which time benefits are recalculated based on the accrued benefit rate in effect at disability retirement
Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, 85% of the single life annuity (adjusted for differences in age between the Employee and spouse) will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent.
Pension increases	None

SCHEDULE SB ATTACHMENTS

Plan participants' contributions None

Maximum of benefits and pay All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B28: Summary of plan provisions – Greenlee Union

Plan Provisions	
Covered employees	Persons employed by Greenlee Textron Inc. in the bargaining unit represented by Unity Lodge No. 1553 of the IAMAW, AFL-CIO.
Participation date	An Employee participates at date of hire until such time as seniority is lost. An employee who contributed $2.75 per month prior to April 1, 1995 is eligible for a supplementary benefit.

Definitions	
Vesting service	An Employee earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service towards benefit accrual if earning 1,700 (or more) hours of service per calendar year. If less than 1,700 hours of service, but more than 1,299, a participant earns ¾ year pension service; if less than 1,300 hours of service but more than 899, a participant earns ½ year pension service; if less than 900 hours of service but more than 449, a participant earns ¼ year pension service; if less than 450 hours of service, no pension service earned; provided that in any year where 1,000 hours are worked, a minimum of the ratio of hours worked to 2,080, rounded to the nearest tenth, shall be granted.
Hours of service	Such hours include all periods of time for which the Employee is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Monthly accrued benefit derived from employee contributions	Accumulated employee contributions with interest at 5.0% to January 1, 1988, 120% of AFR to date of determination, plus the interest rate used to calculate lump sums under the Plan to Normal Retirement Date, divided by the Plan lump sum factor at Normal Retirement Age.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit	Monthly benefit is equal to $31.00 per year of pension service. Supplementary monthly benefit is equal to $7.00 per year of pension service.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with 5 years of pension service
Monthly pre-retirement death benefits	Upon the death of a participant after 5 years of vesting service, who has not waived coverage, the surviving spouse shall receive a 50% survivor benefit computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age and elected commencement of benefits under the Normal Form of Payment and at that time died. To provide this coverage, there is a charge to participants of 1/100% reduction in pension for each month the coverage is in effect before the age of 55.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years vesting service
Disability	10 years vesting service commencing 6 months after total disability
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued monthly pension benefit reduced ½% per month of commencement before age 62
Disablement	A monthly benefit of the current benefit rate per year of Pension service until the earlier of age 65 or eligibility for unreduced Social Security benefits, at which time the benefits are recalculated based on the accrued benefit rate in effect at disability retirement

SCHEDULE SB ATTACHMENTS

Vested termination	Accrued monthly pension benefit is payable in full at age 65, or reduced for early commencement between the ages of 55 and 65, at the rate of ½% per month of commencement before age 65
Post-retirement death	The elected form of payment

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, the actuarial equivalent of the single life annuity will automatically be payable, with a 50% continuation to the surviving spouse after the retiree's death. Upon death of the spouse, the unreduced single life annuity will be payable to the retiree. The survivor option may be waived only with spousal consent and will not apply to any temporary benefits available.
Pension increases	None
Plan participants' contributions	Up to 5% per annum.
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B29: Summary of plan provisions – UIC Retirement

Plan Provisions	
Participation date	An Employee will become a participant the first of the month after completing one hour of service.

Definitions	
Cash balance account	Hypothetical account as of December 31, 2008 credited each year with interest of the greater of 5.25% or the one year Treasury constant maturity rate for the week which includes November 30 from the prior Plan Year. The rate for 2010 was 5.25%.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	Amount of monthly pension will be the Actuarial Equivalent life annuity of the participant's hypothetical account.
Monthly pre-retirement death benefit	Spouse is entitled to a benefit equal to 2/3 of the amount the employee would have received if he had terminated under a Joint and 2/3 Survivor Option.
Lump sum	Participants may elect to receive their benefits in the form of a lump sum.

Eligibility for Benefits	
Normal retirement	Retirement on NRD
Early retirement	Age 55 for those hired before 1/1/2006, and age 55 with 5 years of service for those hired on or after 1/1/2006.
Vested termination	Termination for reasons other than death or retirement
Disability	None

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	For employees hired on or after January 1, 2006, age 55 with 5 years of service. Accrued Pension as of January 1, 1995 is payable at age 65 or at Early Retirement age in a reduced amount.
Vested termination	Benefits are payable as described under Normal or Early Retirement above
Disablement	None

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B30: Summary of plan provisions – Detroit Stoker

Plan Provisions	
Participation date	First of the month after completing one hour of service.

Definitions	
Monthly pension benefit	Plan benefits were frozen as of November 30, 1994, and all participants became 100% vested in their frozen benefits.
Monthly pre-retirement death benefit	Spouse is entitled to a benefit equal to 50% of the amount the employee would have received if he had terminated under a Joint and 50% Survivor Option.

Eligibility for Benefits	
Normal retirement	Retirement on NRD
Early retirement	Age 55 with 10 years of pension service
Disability	None
Vested termination	Termination for reasons other than death or retirement

Benefits Paid Upon the Following Events	
Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	Accrued Pension is payable at age 65 or at early retirement age in an amount reduced by 6.00% per year Available before age 55 (with 30 years of pension service), if hired before January 1, 1982. Benefit is determined as under monthly pension benefit above, payable immediately, without reduction for early payment
Disablement	None

SCHEDULE SB ATTACHMENTS

Vested termination	Reduced at age 55 as per Early Retirement, equal to the Amount of pension at Normal Retirement based on years of Pension service, and Final Average Annual Compensation at date of termination, or November 30, 1994, if earlier.

Other Plan Provisions

Pension increases	None
Plan participants' contributions	None
Maximum of benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B31: Summary of plan provisions – Lycoming

Plan Provisions	
Covered employees	All persons covered by the Collective Bargaining Agreement between Textron Lycoming, a division at Avco Corporation and the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW) and its Local 787.
Participation date	An Employee participates on the February 1 on or next following date of hire.

Definitions	
Vesting service	An Employee earns one year of Vesting Service for each Plan Year of 1,000 or more Hours of Service with Avco Corporation (or for a Textron Company after date of acquisition by Textron).
Pension service	A participant earns one year of service toward benefit accrual if working or compensated for 1,600 (or more) hours per year, reduced pro rata if less, to the nearest 1/10 year.
Hours of Service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Monthly benefit rate per year of pension service according to the following schedule:

Monthly Benefit Rate	Effective for Termination On or After
$21.75	September 28, 1992
$22.25	April 1, 1995
$22.75	April 1, 1996
$31.00	June 19, 2006
$32.00	June 16, 2008
$33.00	June 16, 2009
$34.00	June 16, 2010
$35.00	June 16, 2011
$37.00	June 16, 2012
$44.00	June 22, 2013
$49.00	June 22, 2018

Special early retirement benefit

A monthly supplementary benefit according to the following schedule is payable until age 62:

Monthly Benefit Rate	Effective for Termination On or After
$525	June 19, 2005
$550	June 19, 2006
$575	June 19, 2007
$625	June 16, 2008
$675	June 16, 2009
$725	June 16, 2010
$775	June 16, 2011
$825	June 22, 2013
$875	June 22, 2014
$925	June 22, 2015
$975	June 22, 2016
$1,025	June 22, 2017
$1,060	June 22, 2018
$1,095	June 22, 2019
$1,130	June 22, 2020
$1,165	June 22, 2021
$1,200	June 22, 2022

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	A monthly benefit based on the accrued benefit rate plus a monthly supplement of $7.20 per year of pension service (maximum 25 years), payable until the earlier of age 65 or recovery, at which time the benefit is recalculated based on the normal benefit accrued at disability retirement. Disability retirement benefits will not be payable while company-paid sickness and accident benefits are being paid, and will be reduced each month (not below $0) for payments under any workers' compensation or occupational disease law to which the retiree is entitled.
Monthly preretirement death benefit	Monthly preretirement death benefit payable on behalf of an active employee is computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and at that time died. Coverage can be waived with spousal consent.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 and 10 years pension service
Special early retirement	Age 60 but not yet 62, and at least 30 years pension service
Postponed retirement	Retirement after NRD
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Disability	If totally and permanently disabled with at least 10 years of pension service

SCHEDULE SB ATTACHMENTS

Pre-retirement death

Upon the death of a participant eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse (married at least one year)

Post-retirement additional death benefit

Normal and Early Retirees, and Disability pensioners retiring on or after age 60 and not covered under any group insurance plan to which Avco or Textron contributed.

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

Monthly pension benefit determined as of early retirement date and reduced as follows:

Age Pension Starts	Percent of Pension
55	66.6%
56	72.6
57	78.4
58	85.6
59	92.8
60	95.2
61	97.6
62 and over	100.0

Postponed retirement

Monthly pension benefit determined as of actual retirement date

SCHEDULE SB ATTACHMENTS

Vested termination

Monthly pension benefit determined as of termination date and reduced as follows:

Age Pension Starts	Percent of Pension
55	50.0%
56	53.3
57	56.7
58	60.0
59	63.3
60	66.7
61	73.3
62	80.0
63	86.7
64	93.3

Pre-retirement death

A terminee entitled to a Termination Benefit will be charged for this coverage at the rate of 1/40 of 1% reduction for each month after termination of employment and before age 50 and 1/20 of 1% for each month of coverage thereafter until age 55.

Other Plan Provisions

Forms of payment

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. If married, 95% of the single life annuity will automatically be payable, further adjusted if spouse is more than 5 years younger or older, with a 55% continuation to the surviving spouse after the retiree's death. The survivor option may be waived only with spousal consent. If the spouse predeceases the retiree, the benefit increases to the single life annuity. Disability and deferred vested employees in payment status, if married, will receive an actuarially reduced pension in order to provide a 50% continuation of benefits to the surviving spouse.

Pension Increases

None

Plan participants' contributions

None

SCHEDULE SB ATTACHMENTS

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected other than scheduled pension increases contained in the Collective Bargaining Agreement.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Appendix B32: Summary of plan provisions – Beechcraft

Plan Provisions

Covered employees

Hourly employees of the Hawker Beechcraft Corporation and its subsidiaries.

Participation date

An Employee participates in the plan after attaining age 21 and one year of Service.

Definitions

Service

Elapsed time

Normal retirement date (NRD)

First of month coinciding with or next following the attainment of age 65 and five years of Service.

Monthly pension benefit

Monthly benefit rate per year of Service according to the following schedule:

Monthly Benefit Rate	Effective for Termination On or After
$43.00	August 7, 2006
$44.00	August 6, 2007
$51.00	January 1, 2009

Monthly preretirement death benefit

Monthly preretirement death benefit payable on behalf of an active employee is computed as if the participant had terminated employment at date of death (if not prior), survived to the earliest retirement age, and elected commencement of benefits under the Normal Form of Payment and at that time died. Coverage can be waived with spousal consent.

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

Age 55 and 5 years of Service

Postponed retirement

Retirement after NRD

SCHEDULE SB ATTACHMENTS

Vested termination — Termination for reasons other than death or retirement after completing five years of Service

Disability — Termination due to total and permanent disability as required for Social Security disability benefits.

Pre-retirement death — Upon the death of a participant eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse (married at least one year)

Benefits Paid Upon the Following Events

Normal retirement — Monthly pension benefit determined as of NRD

Early retirement — Monthly pension benefit determined as of early retirement date and reduced as follows:

Age Pension Starts	Percent of Pension (%)
55	50
56	55
57	60
58	65
59	70
60	80
61	90
62 and over	100.0

Postponed retirement — Monthly pension benefit determined as of actual retirement date

SCHEDULE SB ATTACHMENTS

Vested termination	Monthly pension benefit determined as of termination date and reduced 0.6% for each of the first 60 months plus 0.4% for each additional month that the first payment date precedes NRD.
Disability	Monthly pension benefit determined as of: If disability is work connected, after absence of two months. If disability is not work connected and participant has at least 10 years of Service, after absence of six months.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 50% joint and surviving spouse form is automatic unless the spouse consents otherwise. Optional forms are available with an actuarial reduction.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

- The assumption of eligible participants rolling over their RAP account balance into the plan upon retirement was updated from 0% to 40%.
- Administrative expenses were updated from $12,000,000 in the prior valuation to $19,900,000 in the current valuation.