

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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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: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 01/01/1957
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) DANAHER CORPORATION 2200 PENNSYLVANIA AVE NW STE 800W WASHINGTON, DC 20037-1701
2b	Employer Identification Number (EIN) 59-1995548
2c	Plan Sponsor's telephone number 202-828-0850
2d	Business code (see instructions) 335900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2024	CONSTANCE BARBER, DANAHER CORP.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2024	CONSTANCE BARBER, DANAHER CORP.
	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	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 26524
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> <div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 3354 6a(2) 2599 6b 9660 6c 9617 6d 21876 6e 1995 6f 23871 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1B 1C 3H 3J 1I

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	M00350		01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year.....	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year	7b	22167
c Additions: (1) Contributions deposited during the year	7c(1)	80000
(2) Dividends and credits	7c(2)	
(3) Interest credited during the year	7c(3)	513
(4) Transferred from separate account.....	7c(4)	
(5) Other (specify below)	7c(5)	
(6) Total additions	7c(6)	80513
d Total of balance and additions (add lines 7b and 7c(6))	7d	102680
e Deductions:		
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	66904
(2) Administration charge made by carrier	7e(2)	
(3) Transferred to separate account.....	7e(3)	
(4) Other (specify below)	7e(4)	27999
▶ ADMINISTRATIVE EXPENSE		
(5) Total deductions	7e(5)	94903
f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	7777

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

<div>SCHEDULE A</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Insurance Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div> <div>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	M03290		01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year.....	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year	7b	1682501
c	Additions: (1) Contributions deposited during the year	7c(1)	59530
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	
	(4) Transferred from separate account.....	7c(4)	
	(5) Other (specify below) ▶ ADM	7c(5)	
	(6) Total additions.....	7c(6)	59530
d	Total of balance and additions (add lines 7b and 7c(6))	7d	1742031
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	5093
	(2) Administration charge made by carrier	7e(2)	
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below) ▶ ADMINISTRATIVE EXPENSE	7e(4)	29948
	(5) Total deductions.....	7e(5)	35041
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1706990

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	1845461130	
b	Actuarial value	2b	2030007243	
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	12807	1163221293	1163221293
b	For terminated vested participants	10567	524797538	524797538
c	For active participants	3354	208054798	208345801
d	Total	26728	1896073629	1896364632
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	5.07 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	7700000	
c	Target normal cost	6c	7700000	

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

<div>SIGN HERE</div>	<div>08/19/2024</div> <div>Signature of actuary</div> <div>THOMAS SKIAVO, EA</div> <div>Type or print name of actuary</div> <div>MERCER</div> <div>Firm name</div> <div>1050 CONNECTICUT AVE, NW SUITE 700 WASHINGTON, DC 20036</div> <div>Address of the firm</div>	<div>Date</div> <div>23-06727</div> <div>Most recent enrollment number</div> <div>202-331-5200</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	17010516	30221925
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)	17010516	30221925
10 Interest on line 9 using prior year's actual return of <u>-13.37</u> %	-2274306	-4040671
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		
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)	14736210	26181254

Part III Funding Percentages

14 Funding target attainment percentage	14	104.88 %
15 Adjusted funding target attainment percentage	15	107.04 %
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	110.64 %
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: %
			☒ N/A, full yield curve used
b Applicable month (enter code).....		21b	
22 Weighted average retirement age		22	62
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	7700000	
b Excess assets, if applicable, but not greater than line 31a	31b	7700000	
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		
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
--

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548

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)

AON CONSULTING INC

29695 NETWORK PLACE
CHICAGO, IL 60673-1296

(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	NONE	2563901	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 27 28 50 51 52	NONE	2274152	Yes ☒ No ☐	Yes ☒ No ☐		Yes ☐ No ☐

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

UBS GLOBAL ASSET MANAGEMENT

36-3718331

(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?
28 51	NONE	858035	Yes ☐ No ☒	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)

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861680

(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?
28 51	NONE	720004	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIAM BLAIR

180 NORTH RIVERSIDE PLAZA
CHICAGO, IL 60606

(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?
28	NONE	522068	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WELLINGTON TRUST COMPANY

04-2755549

(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?
28 51	NONE	388448	Yes ☐ No ☒	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)

MERCER

13-2834414

(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	NONE	362876	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GROOM LAW GROUP

52-1219029

(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	NONE	284735	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

RV KUHNS & ASSOCIATES

93-0910652

(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?
16 17 27 28 49 70	NONE	190366	Yes ☐ No ☒	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)

HENDERSON GLOBAL INVESTORS

06-1217855

(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?
28	NONE	184197	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DOUBLELINE CAPITAL LP

30-0596331

(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?
28 51	NONE	178281	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC INVESTMENT MANAGEMENT CO

33-0629048

(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?
28 51	NONE	154702	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.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>
---	--

C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>DANAHER CORPORATION</u>	D Employer Identification Number (EIN) <u>59-1995548</u>
--	--

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: ARTISAN MID CAP INSTITUTIONAL CLAS

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

c EIN-PN <u>26-3653822-021</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>51844702</u>
---------------------------------------	-------------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INV FD

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN <u>45-6138589-084</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>80413728</u>
---------------------------------------	-------------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE ALL COUNTRY WORLD EX

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN <u>45-6138589-125</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>231657792</u>
---------------------------------------	-------------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE S&P 500 INDEX FD-NL

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN <u>45-6138589-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>476667863</u>
---------------------------------------	-------------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIT EMERGING MARKETS PORTFOLIO

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA

c EIN-PN <u>04-2767481-017</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>44175668</u>
---------------------------------------	-------------------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF SELECT LEADERS SERIES 2

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA

c EIN-PN <u>04-2767481-185</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>102181942</u>
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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
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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
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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
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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
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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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	4561015	5033967
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	4648935	5023979
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	103973	
(2) U.S. Government securities	1c(2)	22206107	24799258
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	47056454	46954168
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	206414064	259108343
(5) Partnership/joint venture interests	1c(5)	379709200	292725985
(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)	844111459	986941695
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	166085731	116441682
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1704668	1714767
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	172852121	150657862
(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	1849453727	1889401706
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	1457935	1301342
i Acquisition indebtedness	1i		
j Other liabilities	1j	2534662	4997677
k Total liabilities (add all amounts in lines 1g through 1j)	1k	3992597	6299019
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	1845461130	1883102687

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(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)	61905	
(B) U.S. Government securities	2b(1)(B)	754497	
(C) Corporate debt instruments	2b(1)(C)	2265130	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	66382	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		3147914
(2) Dividends: (A) Preferred stock	2b(2)(A)	-26676	
(B) Common stock	2b(2)(B)	5625947	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	3474395	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		9073666
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	56354712	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	33266776	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		23087936
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	19174892	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		19174892

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		168227252
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		6333291
c Other income	2c		10051154
d Total income. Add all income amounts in column (b) and enter total	2d		239096105

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	144843734	
(2) To insurance carriers for the provision of benefits.....	2e(2)	43108783	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		187952517
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)	2564950	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	3196101	
(6) Bank or trust company trustee/custodial fees	2i(6)	1642752	
(7) Actuarial fees	2i(7)	349482	
(8) Legal fees	2i(8)	284735	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	233343	
(11) Other expenses	2i(11)	5230668	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		13502031
j Total expenses. Add all expense amounts in column (b) and enter total	2j		201454548

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		37641557
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 524248.

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

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

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____ 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	399

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.)
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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
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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
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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) 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) 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)	14a 14b 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 b The corresponding number for the second preceding plan year	15a 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 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	16a 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
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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: <u>62.00</u> % Private Equity: <u>10.00</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>13.00</u> % High-Yield Debt: _____ % Real Assets: <u>11.00</u> % Cash or Cash Equivalents: _____ % Other: <u>4.00</u> % 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
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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 _____.	

Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 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”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information



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included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

September 27, 2024

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

Plan Year	Active Participants	Retired Participants and		
		Terminated Vested	Beneficiaries Receiving	Total
		Participants	Payments	
Current Plan Year	10,785,456	54,849,966	120,744,499	186,379,921
Current Plan Year + 1	10,704,338	30,170,096	115,200,614	156,075,048
Current Plan Year + 2	12,186,536	31,244,167	111,369,172	154,799,875
Current Plan Year + 3	12,638,069	33,498,286	107,910,191	154,046,546
Current Plan Year + 4	13,401,671	34,910,027	103,592,217	151,903,915
Current Plan Year + 5	14,167,744	34,763,198	99,633,220	148,564,162
Current Plan Year + 6	14,441,160	36,631,860	95,359,840	146,432,860
Current Plan Year + 7	15,044,829	37,149,071	91,039,272	143,233,172
Current Plan Year + 8	15,197,225	37,094,336	86,792,866	139,084,427
Current Plan Year + 9	15,342,957	36,814,993	82,136,159	134,294,109
Current Plan Year + 10	15,227,680	35,964,615	77,598,304	128,790,599
Current Plan Year + 11	15,220,906	35,693,433	73,012,433	123,926,772
Current Plan Year + 12	15,000,355	35,191,222	68,383,816	118,575,393
Current Plan Year + 13	14,747,981	35,328,112	63,748,715	113,824,808
Current Plan Year + 14	14,440,203	32,977,511	59,129,286	106,547,000
Current Plan Year + 15	14,128,622	32,577,164	54,529,566	101,235,352
Current Plan Year + 16	13,709,544	32,495,297	50,005,542	96,210,383
Current Plan Year + 17	13,230,812	30,377,694	45,572,285	89,180,791
Current Plan Year + 18	12,824,839	29,275,191	41,254,299	83,354,329
Current Plan Year + 19	12,359,302	27,157,468	37,067,401	76,584,171
Current Plan Year + 20	11,790,287	25,864,630	33,060,770	70,715,687
Current Plan Year + 21	11,264,376	24,805,291	29,249,386	65,319,053
Current Plan Year + 22	10,655,102	22,772,601	25,657,214	59,084,917
Current Plan Year + 23	10,102,546	21,215,392	22,305,461	53,623,399
Current Plan Year + 24	9,487,766	19,806,214	19,211,484	48,505,464
Current Plan Year + 25	8,829,406	18,269,931	16,387,824	43,487,161
Current Plan Year + 26	8,185,229	16,946,605	13,841,646	38,973,480
Current Plan Year + 27	7,550,835	15,436,825	11,574,208	34,561,868
Current Plan Year + 28	6,889,029	13,812,239	9,580,943	30,282,211
Current Plan Year + 29	6,255,289	12,379,657	7,851,729	26,486,675
Current Plan Year + 30	5,625,589	11,004,163	6,371,551	23,001,303
Current Plan Year + 31	5,016,804	9,768,065	5,121,571	19,906,440
Current Plan Year + 32	4,445,265	8,631,720	4,080,226	17,157,211
Current Plan Year + 33	3,901,628	7,463,706	3,224,303	14,589,637
Current Plan Year + 34	3,399,548	6,527,454	2,530,026	12,457,028
Current Plan Year + 35	2,940,229	5,522,540	1,974,047	10,436,816
Current Plan Year + 36	2,521,027	4,796,987	1,534,225	8,852,239
Current Plan Year + 37	2,148,434	3,980,680	1,190,234	7,319,348
Current Plan Year + 38	1,817,358	3,340,749	923,950	6,082,057
Current Plan Year + 39	1,527,673	2,784,436	719,640	5,031,749
Current Plan Year + 40	1,277,297	2,304,212	564,020	4,145,529
Current Plan Year + 41	1,062,232	1,893,296	446,117	3,401,645
Current Plan Year + 42	879,082	1,544,615	357,054	2,780,751
Current Plan Year + 43	724,236	1,251,082	289,805	2,265,123
Current Plan Year + 44	594,127	1,005,842	238,888	1,838,857
Current Plan Year + 45	485,389	802,461	200,105	1,487,955
Current Plan Year + 46	394,920	635,054	170,276	1,200,250
Current Plan Year + 47	319,929	498,321	147,022	965,272
Current Plan Year + 48	257,976	387,549	128,590	774,115
Current Plan Year + 49	206,955	298,581	113,702	619,238

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below.

The weighted average retirement age is the total for column E divided by the total for column D, rounded to one decimal point. It should be noted that while only rounded values are shown in the table, the full content of each cell, including decimal portions, is used in the calculations.

Tektronix eligible for transition factors: $2 * 60.58 = 121$

Amersham/Cytiva: $120 * 62.88 = 7,546$

All other participants: $3,232 * 62.60 = 202,323$

$(121+7,546+202,323) / 3,354 = 62.61$

Tektronix Group Participants (Eligible for transition group factors):

The average retirement age is 60.58

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	9.00%	10,000	900	49,500
56	9.00%	9,100	819	45,864
57	9.00%	8,281	745	42,482
58	9.00%	7,536	678	39,336
59	9.00%	6,857	617	36,413
60	15.00%	6,240	936	56,163
61	15.00%	5,304	796	48,534
62	30.00%	4,509	1,353	83,861
63	20.00%	3,156	631	39,766
64	10.00%	2,525	252	16,159
65	100.00%	2,272	2,272	147,703
Total			10,000	605,781

Weighted Average Retirement Age: $(605,781/10,000) = 60.58$

Schedule SB, line 22 — Description of Weighted Average Retirement Age**Amersham/Cytiva**

The average retirement age is 62.88

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	1.50%	10,000	150	8,250
56	1.50%	9,850	148	8,288
57	1.50%	9,702	146	8,322
58	1.50%	9,557	143	8,294
59	1.50%	9,413	141	8,319
60	10.00%	9,272	927	55,620
61	15.00%	8,345	1,252	76,372
62	20.00%	7,093	1,419	87,978
63	35.00%	5,675	1,985	125,055
64	15.00%	3,688	553	35,392
65	50.00%	3,135	1,568	101,920
66	50.00%	1,568	784	51,744
67	50.00%	784	392	26,264
68	50.00%	392	196	13,328
69	50.00%	196	98	6,762
70	100.00%	98	98	6,860
Total			10,000	628,768
Weighted Average Retirement Age:			(628,768/10,000) = 62.88	

Schedule SB, line 22 — Description of Weighted Average Retirement Age**All Other Participants**

The average retirement age is 62.60

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	4.00%	10,000	400	22,000
56	5.00%	9,600	480	26,880
57	5.00%	9,120	456	25,992
58	6.00%	8,664	520	30,151
59	7.00%	8,144	570	33,635
60	9.00%	7,574	682	40,900
61	13.00%	6,892	896	54,657
62	15.00%	5,996	899	55,766
63	15.00%	5,097	765	48,166
64	20.00%	4,332	866	55,455
65	25.00%	3,466	866	56,321
66	30.00%	2,599	780	51,469
67	35.00%	1,820	637	42,670
68	25.00%	1,183	296	20,107
69	25.00%	887	222	15,302
70	100.00%	665	665	46,571
Total			10,000	626,040
Weighted Average Retirement Age:			(626,040/10,000) = 62.60	

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2023 funding valuation**

Discount rate sponsor elections	
• Segment rates or full yield curve	Full Yield Curve
• Look-back months	Not Applicable
• PBGC VRP method	Alternative
Mortality sponsor elections	
• Healthy participants	Section 430(h)(3) prescribed separate static annuitant and nonannuitant mortality tables. These tables are based on RP2014 mortality tables with improvements beyond 2006 removed with mortality improvement based on the IRS methodology and projection scale MP-2021.
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.
Cash balance plans	
• Interest accumulation rate	3.55% for Pall participants, 4.00% for Tektronix participants, 5.15% for Siemens participants, 4.45% for Thomson participants, 3.50% for all others
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	1994 Group Annuity Reserving Table (50% blend of males and females), projected to 2002
— Interest rate basis	3.50%
Other economic assumptions	
• Salary increases	N/A
• Flat-dollar benefit increases	N/A
• Social Security taxable wage base increases	N/A
• Inflation	2.20% per year
• Expected investment return	6.60%
• Expenses	\$7,700,000 added to current year normal cost

Rationale for economic assumptions

- The **discount rate** for funding purposes is prescribed by the plan sponsor through an election from allowable alternatives under IRS regulations. In addition, the interest rates used to value 417(e) lump sums for funding purposes are prescribed in IRS regulations to equal the funding discount rates.
- The **cash balance interest accumulation** rate is based on the effective interest crediting rate that would match the 10-year yield, starting with the metric's current rate and linearly phasing in the Mercer Investment Consulting's Capital Markets Outlook long-term rate for the metric over the first

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

years (30-year treasury rate for DPP, one-year treasury rate plus 0.5% for Tektronix, one-year treasury rate for Pall Corporation with 1.68% floor; one-year Treasury for Thomson with 4% floor; and 10-year Treasury for Siemens with 5% floor and 10% cap). The result is rounded to the nearest 5 basis points.

- **Cash balance annuity conversion rate** is a blend between the current 30-year Treasury interest rate (e.g. December 2022 rate) and the long-term assumption published in Mercer Investment Consulting's Capital Markets Outlook for December 2022. The result is rounded to the nearest 5 basis points.
- The **inflation** assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlook for December 2022.
- The **expected rate of return** on plan assets for funding purposes is based on long-term capital market expectation. This assumption falls within an acceptable range of the simulated 20-year investment return for the plan's target asset mix using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for December 2022, adjusted to reflect a 6 basis point reduction for passive asset management costs.
- Assumed plan-paid **expenses** for the upcoming year for funding purposes are based on a 3-year average of non-investment and non-PBGC expenses in the 5500 Schedule C's plus the anticipated PBGC premiums for the upcoming year.

Demographic assumptions

• Withdrawal	See table of sample rates.	
• Disability incidence	See table of sample rates for Pall Trinity Micro & Amersham/Cytiva participants, none assumed for all others.	
• Retirement age — Tektronix employees active at January 1, 1998 that were 40 or older with 5 or more years of service, or had 15 years of service regardless of age.	<u>Attained age</u>	<u>Percentage</u>
	55-59	9%
	60	15%
	61	15%
	62	30%
	63	20%
	64	10%
	65 and above	100%
• Retirement age – Amersham/Cytiva	<u>Attained age</u>	<u>Percentage</u>
	55-59	1.5%
	60	10.0%
	61	15.0%
	62	20.0%
	63	35.0%
	64	15.0%
	65-69	50.0%
	70 and above	100.0%

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

•		Attained age	Percentage
		55	4%
		56	5%
		57	5%
		58	6%
		59	7%
		60	9%
		61	13%
		62	15%
		63	15%
		64	20%
		65	25%
		66	30%
		67	35%
		68	25%
		69	25%
		70 and above	100%
•	Benefit commencement age for		
	–	Future vested deferred	Age 62 for Beckman Coulter participants. Age 63 for Amersham/Cytiva participants. Decrement age for Tektronix participants and Pall Cash Balance participants. Age 65 for all others.
•	–	Current vested deferred	Beckman Coulter: Age 62 if terminated on or after July 1, 2000, otherwise, age 65. Amersham/Cytiva : Age 63 Tektronix (participants with a TRM flag): Age 63 except 25% of participants with a TRM field equal to 2 or 3 are assumed to start payments at age 55. Tektronix (participants with no TRM flag and no subsidy): Immediate for participants terminating during the prior year; age 65 otherwise. Tektronix (participants with no TRM flag and have a subsidy): Age 65 for lump sum benefits and age 58 for annuity benefits. Pall Cash Balance: Age 62 if termination before August 1, 1999, otherwise, age 65. All others:
			• Valuation age for participants terminating during the prior plan year with cash balance accounts
			• Age 65 for all others
	–	Disabled	Age 65 for Amersham/Cytiva
	•	Spouse assumptions	Male participants Female participants

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

— Percentage married – Beckman Coulter	80%	60%
— Percentage married – Amersham/Cytiva	90%	50%
— Percentage married – all others	80%	80%
— Spouse age difference – Beckman Coulter & Amersham/Cytiva	2 years younger	2 years older
— Spouse age difference – all others	3 years younger	3 years older

Form of payment — Beckman Coulter	<u>100% J&S</u>	<u>50% J&S</u>	<u>Single life</u>	<u>Lump sum</u>
• Active retirements	15%	10%	25%	50%
• Future vested deferred	15%	10%	25%	50%
• Future deaths	0%	0%	0%	100%
• Current vested deferred	15%	10%	25%	50%

Form of payment — Tektronix	<u>Lump sum</u>	<u>Single life</u>
• Active retirements		
— No subsidy	100%	0%
— Subsidy (>25 years of service)	15%	85%
— Subsidy (<25 years of service)	40%	60%
• Future vested deferred	100%	0%
• Future deaths	100%	0%
• Current vested deferred		
— Participants with a TRM flag	0%	100%
— Participants without a TRM flag and no subsidy	80%	20%
— Participants without a TRM flag and have a subsidy	55%	45%

Form of payment – Amersham/Cytiva	<u>Single life</u>	<u>50% J&S</u>	<u>100% J&S</u>
• Active retirements	40%	25%	35%
• Future vested deferred	40%	25%	35%
• Future deaths	40%	25%	35%
• Current vested deferred	40%	25%	35%
• Future deaths	0%	100%	0%

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

Form of payment - All others	<u>Lump sum</u>	<u>Single life</u>	<u>50% J&S</u>
	(Cash balance participants and those eligible for a full lump sum payment of their frozen benefit)	(All other participants)	
– Active retirements	100%	100%	0%
– Future vested deferred	100%	100%	0%
– Future deaths	100%	0%	100%*
– Current vested deferred	100%	100%	0%
– Pall Cash Balance pre-8/1/1999	0%	100%	0%
– Pall Cash Balance post-8/1/1999	100%	0%	0%
Unpredictable contingent event assumptions	Not applicable		

* Sybron Kerr Union Plan participants are assumed to receive a 60% J&S and Jacobs Plan participants are assumed to receive a 55% J&S (the normal form of payment), rather than a 50% J&S

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Table of sample rates****Withdrawal rates– Amersham/Cytiva – Male**

Attained age	Years of service				
	0-2	3	4	5	6+
15	40.00%	35.00%	30.00%	25.00%	19.00%
20	40.00%	35.00%	30.00%	25.00%	19.00%
25	40.00%	35.00%	30.00%	25.00%	10.40%
30	30.00%	30.00%	25.00%	20.00%	6.40%
35	30.00%	30.00%	25.00%	20.00%	5.00%
40	25.00%	25.00%	20.00%	15.00%	3.90%
45	20.00%	20.00%	15.00%	10.00%	2.80%
50	15.00%	15.00%	10.00%	5.00%	1.70%
55	10.00%	10.00%	5.00%	2.00%	0.30%
60+	0.00%	0.00%	0.00%	0.00%	0.00%

Withdrawal Rates – Amersham/Cytiva - Female

Attained age	Years of service				
	0-2	3	4	5	6+
15	40.00%	35.00%	30.00%	25.00%	24.60%
20	40.00%	35.00%	30.00%	25.00%	24.60%
25	40.00%	35.00%	30.00%	25.00%	14.10%
30	30.00%	30.00%	25.00%	20.00%	9.00%
35	30.00%	30.00%	25.00%	20.00%	7.40%
40	25.00%	25.00%	20.00%	15.00%	5.90%
45	20.00%	20.00%	15.00%	10.00%	4.30%
50	15.00%	15.00%	10.00%	5.00%	2.50%
55	10.00%	10.00%	5.00%	2.00%	0.40%
60+	0.00%	0.00%	0.00%	0.00%	0.00%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Withdrawal Rates – All others**

Attained age	Years of service					
	0-1	1 – 2	2 – 3	3 – 4	4 – 5	5 +
20	26.60%	23.60%	21.60%	19.60%	17.60%	13.70%
25	23.10%	20.10%	18.10%	16.10%	14.10%	10.20%
30	20.00%	17.00%	15.00%	13.00%	11.00%	7.10%
35	18.80%	15.80%	13.80%	11.80%	9.80%	6.00%
40	17.80%	14.80%	12.80%	10.80%	8.80%	5.50%
45	16.80%	13.80%	11.80%	9.80%	8.10%	5.00%
50	15.80%	12.80%	10.80%	9.20%	7.60%	4.50%
55	14.80%	11.90%	10.30%	8.70%	7.10%	4.00%
60	13.90%	11.40%	9.80%	8.20%	6.60%	3.50%
65	13.40%	10.90%	9.30%	7.70%	6.10%	3.00%
70	12.90%	10.40%	8.80%	7.20%	5.60%	2.50%

Disability Rates – Amersham/Cytiva

Attained age	Male	Female
15	0.285%	0.428%
20	0.286%	0.429%
25	0.278%	0.417%
30	0.275%	0.413%
35	0.288%	0.432%
40	0.323%	0.485%
45	0.405%	0.608%
50	0.574%	0.861%
55	0.868%	1.302%
60	1.363%	2.045%
65+	0.000%	0.000%

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Disability Rates – Pall Trinity Micro**

Attained age	Rates of Disablement
30	0.06%
35	0.10%
40	0.16%
45	0.26%
50	0.45%
55	0.85%
60	1.20%
64	1.45%

Rationale for demographic assumptions

- Annuitant and non-annuitant **mortality** tables are prescribed by the IRS based on plan sponsor elections.
- Retirement – The retirement rates are based on an experience study undertaken in 2020 using data from 2015 – 2019 and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied. The only exception is for a specific group of Tektronix participants who are eligible for heavily subsidized early retirement benefits, and thus tend to retire earlier. The rates for Amersham/Cytiva were set by the prior actuary and reviewed for reasonableness.
- Because the plan benefits are frozen, the timing of paying the benefits is far more important for appropriately valuing the liabilities than the timing of leaving employment. Therefore, the withdrawal decrement is not a significant assumption and we use a standard national table. The rates for Amersham/Cytiva were set by the prior actuary and reviewed for reasonableness.
- The **disability incidence** rates for Pall Trinity Micro and Amersham/Cytiva were set by the prior actuary and was reviewed for reasonableness.
- The **benefit commencement age** for terminated vested participants is based on an experience study completed in 2013 using data from 2009 through 2011 and the expectation that the future patterns will not differ significantly from the period studied. For Pall Cash Balance, the benefit commencement age for current deferred vested participants that terminated prior to August 1, 1999 was set by the prior actuary and was reviewed for reasonableness. For Amersham/Cytiva, the benefit commencement age was set by the prior actuary and reviewed for reasonableness.
- **Form of payment :**
 - Tektronix
 - The form of payment for active participants and TV commencement age were updated for the 2012 valuation, based on an analysis of experience from 2008 to 2012.
 - The form of payment for current vested deferred was updated based on experience study undertaken in 2020 using data from 2015 – 2019 year.
 - For Beckman Coulter, form of payment was updated to reflect the recent experience study for the period January 1, 2016 through January 1, 2020 valuations (experience for 2015 through 2019).
 - For Pall Cash Balance and Pall Trinity Micro annuity and lump sum rates were set by the prior actuary and were reviewed for reasonableness.

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

- For Amersham/Cytiva, form of payment assumptions were set by the prior actuary and were reviewed for reasonableness.
- For all others, the participants who have a cash balance or are eligible to receive a lump sum are assumed to elect a lump sum, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Actuarial methods**Asset methods**

The asset valuation method is an average of the adjusted market value for each year during the last two years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

A characteristic of this asset method is that, over time, it is slightly more likely to produce an actuarial value of assets that is less than the market value of assets than an actuarial value that is greater than the market value.

Participant methods

Participants or former participants are included or excluded from the valuation as described below:

- **Participants included:** The plan sponsor provides us with data on all employees as of the valuation date, but only those employees who have completed the plan's eligibility requirements are included in the valuation of liabilities.
- **Participants excluded:** No actuarial liability is included for nonvested participants who terminated prior to the valuation date. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.
- **Insurance contracts:** The plan does not have any insurance contracts.

Minimum funding methods

The funding target for minimum funding calculations is computed using the traditional unit credit method of funding. The objective under this method is to fund each participant's benefits under the plan as they accrue. Thus, the total pension to which each participant is expected to become entitled at retirement is broken down into units, each associated with a year of past or future credited service.

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.
- An individual's **funding target** is the present value of future benefits based on credited service and average pay as of the beginning of the plan year, and an individual's **target normal cost** is the present value of the benefit expected to accrue in the plan year. If multiple decrements are used, the funding target and the target normal cost for an individual are the sum of the component funding targets and target normal costs associated with the various anticipated separation dates.
- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

Schedule SB, Part V — Summary of Plan Provisions**Summary of major plan provisions**

Following is a summary of the major plan provisions used to determine the plan's financial position. It should not be used in determining plan benefits.

This plan is the former Supplemental Retirement plan of Joslyn Corporation. Several plans sponsored by the Danaher and Joslyn Corporations were merged into this plan. The prior plans have frozen benefits and have been termed "Component" plans. Effective January 1, 1997, the "cash balance" benefits were offered to all eligible Danaher employees. The details of the cash balance benefit are described in the "Cash Balance Component" Plan. Effective December 31, 2003, all active participants who were no longer receiving benefit accruals became 100% vested in all of their accrued plan benefits.

Component plans:

ACME M&M Plan	Joslyn Clark Controls Plan
ACME Mansfield Plan	Joslyn Corporation Supplemental Plan
ACME Namco Plan	Joslyn Jennings Corporation Plan
ACME Salaried Plan	K-D Nonunion Plan***
A.L. Hyde Plan****	K-D Union Plan**
Amersham (former GE Healthcare) Biosciences Corp. Retirement Plan (Cytiva)	Keithley Instruments, Inc. Plan
Allen Plan	Kollmorgen Salaried Plan
Altoona Plan**	Leica Salaried Plan
American Precision Industries Salaried Plan	Leica Union Plan
Ammco Plan*	Pacific Scientific Company Plan
API Harowe-Servo Controls Hourly Compensated Plan	Pall Corporation Cash Balance Pension Plan
Beckman Coulter, Inc. Plan	Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees
Cash Balance Plan	Siemens Healthcare Diagnostics, Inc. Cash Balance Plan
Easco East Windsor	Sybron Kerr Union Plan
Easco Gastonia Plan***	Sybron Retirement Security Plan
Easco Salaried Plan	Tektronix Cash Balance Plan
Easco Springdale Plan***	Terryville Plan**
Easco Union 228 Plan	Thomson Floor Plan
Easco Union 1570 Plan	Thomson Retirement Security Plan
Elizabethtown Plan****	Videojet Plan
Fluke Corporation Plan	Walworth Plan****
Gilbarco Salaried Plan	
Holo-Krome Plan*	
Jacobs Plan**	

* Only former participants as of December 29, 1995 are covered.

** Only former participants as of December 31, 1995 are covered.

*** Only former participants as of December 31, 1996 are covered.

**** Only former retirees as of December 28, 1995 and active and terminated vested participants as of December 31, 1996 are covered.

A summary of plan provisions for each plan is described in the following pages.

Schedule SB, Part V — Summary of Plan Provisions**ACME M&M “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security disability benefits
• Benefit	Accrued benefit payable at the participant's disability retirement date.

Pre-retirement death

• Benefit	The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
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Schedule SB, Part V — Summary of Plan Provisions

	Years of vesting service	Amount
	Less than 10	\$1,000
	10 but less than 15	\$2,500
	15 but less than 20	\$3,500
	20 but less than 25	\$4,500
	25 but less than 30	\$6,000
	30 or more	\$7,500
Form of benefits		
• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.	
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.	
• Optional forms	<ul style="list-style-type: none">• 50% or 100% Joint and Survivor Annuity• 5 or 10 years Certain Annuity• Level Income option	
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually	
Miscellaneous		
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.	

Schedule SB, Part V — Summary of Plan Provisions**ACME Mansfield “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and completion of 10 years of vesting service.
• Benefit	Accrued benefit actuarially reduced from age at normal retirement date. If employee retires with 15 years of Vesting service, the accrued benefit is reduced by 2/5 of 1% per month preceding age 62, the Early Commencement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- Benefit prior to early retirement The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	\$1,000
10 but less than 15	\$2,500
15 but less than 20	\$3,500
20 but less than 25	\$4,500
25 but less than 30	\$6,000
30 or more	\$7,500

Form of benefits

- Automatic form for unmarried participants Life Annuity with a 5 year certain period.
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
 - 10 or 15 years Certain Annuity
 - Level Income option
- Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table

Interest:
Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**ACME Namco “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME Namco Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	The Participant is actively working as an Employee, has completed at least ten (10) years of Vesting Service, and has attained age thirty (30).
• Benefit	Accrued benefit payable at the participant's disability retirement date.

Pre-retirement death

• Benefit	The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit actuarially reduced from the participant's early retirement date.
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Schedule SB, Part V — Summary of Plan Provisions

Form of benefits

• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	<ul style="list-style-type: none">• 50% or 100% Joint and Survivor Annuity• 10 or 15 years Certain Annuity• Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**ACME Salaried “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the ACME Salaried Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15.75 times Vesting Service.

Normal retirement

• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
• Benefit	Accrued benefit reduced by 2/5 of 1% per month preceding age 62, Early Commencement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- Benefit prior to early retirement The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	\$1,000
10 but less than 15	\$2,500
15 but less than 20	\$3,500
20 but less than 25	\$4,500
25 but less than 30	\$6,000
30 or more	\$7,500

Form of benefits

- Automatic form for unmarried participants Life Annuity with a 5 year certain period.
- Automatic form for married participants Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 50% or 100% Joint and Survivor Annuity
 - 10 or 15 years Certain Annuity
 - Level Income option

- Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table

Interest:
Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**A. L. Hyde “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1991.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of the Retirement Plan for Hourly-Rated Employees of A. L. Hyde Company, a Division of Western Pacific Industries Inc., as of December 31, 1994.
• Participation	First of the month coincident with or next following completion of one year of continuous service.
• Employee contributions	Not applicable
• Vesting service	From date of hire.
• Credited service	From date of hire to December 31, 1991. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$10 times Credited Service

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit payable immediately upon attainment of age 65.

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.

Pre-retirement death

• Eligibility	3 years of vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

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| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
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Form of benefits

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- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually |
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Miscellaneous

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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Amersham (former GE Healthcare) Biosciences Corp. Retirement Plan (Cytiva)**

Effective date and plan year	Original Plan Effective date: July 1, 1998 Restated: January 1, 2016 Plan year: January 1 through December 31.
Status of the plan	The plan froze benefit accruals and future participation as of November 28, 2004.
Significant events that occurred during the year	Effective December 31, 2021, this plan was merged into the Danaher pension plan.
Definitions	
• Covered employees	Employees of the company become participants after completing one year of service and attaining age 21. Former Amersham and Pharmacia participant became participants on the effective date.
• Participation	As of November 28, 2004 the plan is frozen to future participation.
• Grandfathered Participant	Amersham participant who Attained age 55 and completed at least 5 years of vesting service as of January 1, 1999.
• Grandfathered Amersham Participant	Amersham participant who (a) Attained age 55 and completed at least 10 years of service as of January 1, 1997 and (b) participated in the Amersham Pension Plan on January 1, 1997.
• Employee contributions	Not applicable
• Vesting service	One year of vesting service is credited for each plan year in which the employee completes 1,000 hours of service.
• Credited service	One year of credited service is credited for each plan year in which the employee completes 1000 hours of service. If, in the plan year of termination, the employee completes less than 1,000 hours of service, 1/12 of a year will be credited for each month in which the employee worked beyond the 14 th of the month. For former Amersham and Pharmacia participants, service will include years of credited service that were credited on June 30, 1998 under the Amersham Pension Plan of Pharmacia U.S. Inc. Retirement Plan respectively, provided that any Amersham or Pharmacia participant not credited with a year of credited service under the Amersham Pension Plan or Pharmacia U.S. Inc. Retirement Plan for the period from January 1, 1998 through June 30, 1998 will be credited with an additional year of credited service provided he is credited with at least 1,000 hours of service during 1998. Credited service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Covered Compensation	1/12th of the participants average of the taxable wage base on effect for each calendar year during the 35 year period ending with the last day of the calendar year in which the participant attains or will attain Social Security Retirement Age.

Schedule SB, Part V — Summary of Plan Provisions

• Monthly Compensation	Compensation including overtime, bonuses and commissions but excluding moving expenses, severance allowances, deferred compensation, car allowance, imputed income, retention bonuses, and perquisite pay, subject to the 401(a)(17) limits.
• Final Average Monthly Compensation	Highest monthly average obtained when the sum of any 60 consecutive monthly compensation amounts during the participant's final 120 months of employment (or prior to November 29, 2004 if earlier) is divided by 60. If the participant has worked fewer than 60 months, the sum of his monthly compensation for his entire employment period is divided by the number of complete months for which he was compensated.
Normal retirement	
• Eligibility	Attainment of age 65
• Benefit	<p>The monthly normal retirement benefit is the greater of (1), (2), (3), or (4).</p> <p>(1) All participants:</p> <p>(a) 1.25% of final average monthly compensation times years of credited service (maximum 35); plus</p> <p>(b) 0.40% of final average compensation in excess of covered compensation multiplied by years of credited service (maximum 35).</p> <p>(2) Former Amersham participants who were age 55 with 10 years of service as of December 31, 1996:</p> <p>2.00% of final average monthly compensation times years of credited service (maximum 30).</p> <p>(3) Former Amersham participants who were age 55 with five years of service as of December 31, 1998:</p> <p>1.67% of final average monthly compensation times years of credited service (maximum 35).</p> <p>(4) Prior plan accrued benefit as of June 30, 1998.</p>
Early retirement	
• Eligibility	Participants who terminate employment after age 55 with five years of vesting service.
• Benefit	<p>Normal retirement benefit reduced by 4/12% for each month before age 62</p> <p>Former Amersham participant: Normal retirement benefit (2) above reduced by 5/12% for each month before age 65.</p>
Late retirement	
• Eligibility	First day of the month coincident with or next following a participant's termination date after the normal retirement date.

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Normal retirement benefit actuarially increased to the commencement date.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Normal retirement benefit reduced by 5/12% for each month before age 65, the payments can start from as early as age 55.
Disability	
• Eligibility	Participation in long-term disability plan.
• Benefit	Continued accrual of vesting and credited service (until plan freeze).
Pre-retirement death	
• Eligibility	Age 65 or 5 years of vesting service
• Benefit before retirement benefit	Half of the benefit the participant would have received if terminated on the day of his/her death (if active); survived to his/her earliest retirement age, and retired with an immediate 50% joint and survivor payment form.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	<ul style="list-style-type: none"> • Life Annuity • 5-years certain and Life Annuity • 10-years certain and Life Annuity • 50% Joint and Survivor • 75% Joint and Survivor • 100% Joint and Survivor
• Actuarial Equivalence	Mortality: 1983 GAM Unisex Table with a 7% interest rate
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Allen “Component” Plan**

Effective date and plan year	Original plan: January 1, 1951
	Restated plan: January 1, 2011
	Plan year: January 1 through December 31

Most recent amendment	January 1, 1976
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Status of the plan	The plan was frozen as of January 1, 1984
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Significant events that occurred during the year	None
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Definitions

• Eligibility	All former employees of The Allen Manufacturing Company
• Employee contributions	Not Applicable
• Vesting service	One year of vesting service after completing 1,000 vesting hours.
• Credited service	Service under the prior plan
• Accrued benefit	A former employee's benefit amount is the benefit accrued as of January 1, 1984. Accrued benefit information was provided by the Plan sponsor.

Normal retirement

• Eligibility	The Participant's age sixty-two (62).
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of vesting Service.
• Benefit	Reduced benefit based on a monthly percentage reduction as outlined in Appendix P of the plan document.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability	Not applicable
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Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	100% Joint and Survivor Annuity

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality:</p> <ul style="list-style-type: none">with respect to a Participant, the 1979 George B. Buck Mortality Table for Males, andwith respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. <p>Interest rate:</p> <p>Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Altoona “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	The plan was frozen as of March 1, 1996
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Participants of Retirement Plan for Bargaining Unit Employees of the Altoona, Pennsylvania Plant of Veeder-Root Company, as in effect immediately prior to the Transfer and as in effect immediately prior to its merger into the Master Plan on December 31, 1995.
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not Applicable
• Vesting service	From date of hire.
• Credited service	From eligibility date. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$17.75 (effective February 1, 1994) times credited service up to a maximum of 35 years. Prior to February 1, 1990 service was capped at 30 years.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	Eligible for Social Security disability benefits
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 55 and 5 years of Vesting service
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Pre-retirement death

• Benefit	50% Joint and Survivor coverage
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Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	<ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Lump sum option if amount does not exceed \$5,000 • Level Income option
• Optional form conversion factors	<p>Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually</p>

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**American Precision Industries Salaried “Component” Plan**

Effective date and plan year	Original plan: February 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Frozen as of December 30, 2000.
Significant events that occurred during the year	None

Definitions

• Sponsoring employer	American Precision Industries, Inc.
• Eligibility	December 31 of the year in which becoming an Employee.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year during which a Participant earns at least 1,000 hours of service.
• Credited service	After December 31, 1991, the sum of the Years in which the Employee has been credited with at least 1 hour of service. Service prior to December 31, 1991 was determined according to a fractional schedule defined in the Plan. Credited Service frozen as of December 30, 2000.
• Compensation considered	A Participant's compensation shall be considered to include amounts which the Participant deferred after December 30, 1984 pursuant to his election under a qualified cash or deferred arrangement (as defined in Section 401(k)(2) of the Code).
• Average annual Compensation	The average of the greatest five consecutive years of earnings, or all years of earnings if there are fewer than five, taking into account no more than ten years of earnings immediately preceding the date of termination.
• Accrued benefit	Monthly amount equal to 1% of Average Monthly Earnings multiplied by the Participant's Benefit Service. With respect to Participants with salaries in excess of \$150,000 on December 31, 1995, the benefit is the greater of the accrued benefit on December 30, 1994 or the sum of the accrued benefit on December 30, 1994 plus the benefit accrued under the benefit formula using benefit service beginning on December 31, 1994.

Normal retirement

• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Age 55
• Benefit	Accrued benefit reduced by one-half percent for each month by which the Early Retirement Date precedes the Normal Retirement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- | | |
|---------------|---|
| • Eligibility | 3 years of vesting service. |
| • Benefit | Participants who have at least three years of Vesting Service has a non-forfeitable right to the percentage of their Accrued Benefit. |

Disability

- | | |
|---------------|---|
| • Eligibility | Age 50 and 15 years of credited service |
| • Benefit | Accrued benefit |

Pre-retirement death

- | | |
|-----------------------------------|---|
| • Eligibility | 3 years of vesting service |
| • Benefit | 50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option. If the Participant is not eligible for a pre-retirement death benefit, there will be paid to his/her beneficiary, a one-sum cash payment equal to the Participant's Contributions with interest, if any. |
| • Benefit after normal Retirement | None except as provided by the annuity form elected. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | Joint and survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Joint and survivor annuity • Life annuity with 120 monthly payments guaranteed • Cash option • Cash plus annuity option. • Level Income option |
| • Optional form conversion factors | Mortality:
1951 Group Annuity Mortality Table for Males projected to 1970 by Scale C
Interest:
Six percent (6%) per annum, compounded annually. |

Miscellaneous

- | | |
|---------------------------|--|
| • Cost of living expenses | None |
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |

Schedule SB, Part V — Summary of Plan Provisions**Ammco “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	Employees become plan participants after both attaining age 21 and completing one year of service.
• Employee contributions	Not applicable.
• Vesting service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. No service shall be credited before age 18 for vesting purposes.
• Credited service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$18.50 (effective January 1, 1994) times the number of years of credited service.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of vesting Service.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 60 and 5 years of service														
• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):														
<table> <tr> <th>Age at Retirement</th><th>Percentage</th></tr> <tr> <td>60</td><td>67.18%</td></tr> <tr> <td>61</td><td>72.36</td></tr> <tr> <td>62</td><td>78.14</td></tr> <tr> <td>63</td><td>84.60</td></tr> <tr> <td>64</td><td>91.84</td></tr> <tr> <td>65</td><td>100.00</td></tr> </table>		Age at Retirement	Percentage	60	67.18%	61	72.36	62	78.14	63	84.60	64	91.84	65	100.00
Age at Retirement	Percentage														
60	67.18%														
61	72.36														
62	78.14														
63	84.60														
64	91.84														
65	100.00														

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service. |
| • Benefit | Accrued Benefit, if vested as of Severance from Service date, payable at Normal Retirement Benefit |

Disability

- | | |
|---------------|--|
| • Eligibility | Eligible for Social Security disability benefits |
| • Benefit | Accrued Benefit as of Disability Retirement Date, payable upon attainment of 10 years of Vesting service |

Pre-retirement death

- | | |
|-----------|---|
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |
|-----------|---|

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | Mortality:
1971 Group Annuity Mortality Table for Males
Interest:
Seven percent (7%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**API Harowe-Servo Controls, Inc. Hourly Compensated “Component” Plan**

Effective date and plan year	Original plan: May 1, 1976 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals as of April 30, 2003.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Sponsoring employer	Danaher Corporation
• Plan name	Harowe-Servo Controls, Inc. Hourly-Compensated Employees' Pension Plan
• Covered employees	Any hourly-compensated person who is employed by the Employer. An individual who performs services for the Employer pursuant to an agreement between the Employer and an employee leasing organization shall not be considered to be an Employee.
• Participation	Employees will be eligible for participation on the date on which they have attained age 18 and completed one year of Participation Service. Participation is effective on the May 1 or November 1 coinciding with or next following the date the Employee becomes eligible for participation.
• Employee contributions	None
• Vesting service	A Plan Year during which a Participant has at least 1,000 hours of service. Any service preceding a Participant's 19th birthday and plan years prior to May 1, 1966 are excluded.
• Credited service	The sum of the Plan Years in which the Employee has been credited with at least 1,000 hours of service. Prior to May 1, 1976 Credited Service was determined from date of hire using full years and fractions to the nearest month. Credited Service shall not exceed 40 years beginning on and after December 1, 1997. Credited Service frozen as of April 30, 2003.
• Accrued benefit	Monthly amount equal to \$12.50 times Credited Service to a maximum of 40 years.

Normal retirement

• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The monthly accrued benefit reduced by 5/9ths of 1% for each of the first 60 months and 5/18ths of 1% for each of the next 60 months by which the Early Retirement Date proceeds Normal Retirement Date.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Employment may continue beyond Normal Retirement Date. The monthly benefit payable shall be the greater of the monthly accrued benefit determined as of the Deferred Retirement Date or the monthly benefit as of age 65 actuarially adjusted to reflect later retirement.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Nonforfeitable right to the percentage of his or her accrued benefit.
Disability	Not applicable
Pre-retirement death	
• Eligibility	3 years of Vesting service.
• Benefit prior to early Retirement	50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option.
• Benefit after normal Retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Optional forms	<ul style="list-style-type: none"> Contingent Annuitant Option with 50%, 75% or 100% payable to the surviving spouse Life Annuity with 60, 120 or 180 monthly payments guaranteed Period Certain Annuity with 60, 120 or 180 monthly payments only Cash Settlement Option Lump Sum
• Optional form conversion factors	<p>Lump Sum form of payment:</p> <p>Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date</p> <p>Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made.</p> <p>All other forms:</p> <p>Mortality: 1983 Group Annuity Table for Males, with a two (2) year setback in age for a Participant and an eight (8) year setback in age for Beneficiaries.</p> <p>Interest rate: Four percent (4%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Beckman Coulter, Inc. Pension Plan**

Effective date and plan year	Original plan: July 27, 1989 Restated plan: January 1, 2011 Plan year: January 1 to December 31
Status of the plan	The plan froze participation on January 1, 2007, and froze benefit accruals for employees who are not age 40 or older with 5 or more years of credited service as of December 31, 2006. Benefit accruals for all employees ceased on December 31, 2011.
Significant events that occurred during the year	None

Definitions

• Covered employees	
• Participation	Each employee is eligible for coverage on the first day of the month after completing one year of service. Employees hired after January 1, 2007, are not eligible.
• Old formula participant	An individual who was a Participant at any time during the period commencing January 1, 1989 and ending June 30, 2000, but who was not an Employee on or after July 1, 2000.
• Grandfathered participant	A Participant who was an Employee as of both June 30, 2000 and July 1, 2000.
• Revised formula participant	A Participant who becomes an Employee on or after July 1, 2000, but who was not an Employee or a Former Participant as of June 30, 2000
• Employee contributions	None
• Vesting service	Whole years from date of hire
• Credited service	The sum of whole and fractional years of continuous service accrued before July 1, 1976, as determined under the Old Beckman Plan as constituted on June 30, 1976; and the whole and fractional years obtained by dividing three hundred sixty-five into days of service after June 30, 1976. Credited service frozen effective December 31, 2011.
• Pensionable earnings	Earnings shall include the following: Regular earnings, overtime, sick pay, shift differential, shift premium, vacation pay, differential military pay, Variable Pay, call-in pay, patent payments, published article payments paid prior to 1989, holiday gifts paid prior to 1989, individual bonuses paid prior to 1989, and holiday pay. Basic Earnings also include any amounts contributed to a plan qualifying under Sections 401(k), 132(f)(4) or 125 of the Code as salary reduction contributions. No earnings earned after December 31, 2011 will be reflected.
• Final average earnings	The annual average of a Participant's highest 60 consecutive months of earnings.
• Final average compensation	The average of a Participant's three final years of earnings, up to the maximum Social Security wage base each year.

Schedule SB, Part V — Summary of Plan Provisions

• Primary Social Security benefit	The monthly primary social security amount of old age insurance benefit or benefits determined as of the Normal Retirement Date under the Federal Social Security Act, and/or the social security system of any foreign government as in effect as of the participant's last Separation from the Service.
• Covered Compensation	The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the Participant attains (or will attain) Social Security Retirement Age.
• Minimum benefit	\$200 per month for participants who were both an employee and a participant continuously during the 2001 plan year.
• Grandfathered benefit	<p>The greater of:</p> <ul style="list-style-type: none"> • 1.7% of the final average earnings multiplied by years of service to a maximum of 35 years, plus 0.5% of final average earnings for each year of service above 35, less 0.65% (0.50% if over age 55 with 20 or more years of service) of the lesser of Covered Compensation and final average compensation for each year of service up to 35 years; and • 1.15% of final average earnings up to \$30,000 annually plus 1.6% of final average earnings between \$30,000 and \$50,000 annually, multiplied by years of service to a maximum of 25 years. <p>Grandfathered participants accrued benefits under the above formulas until December 31, 2005. Benefit accruals frozen effective December 31, 2011.</p>
• Revised Formula benefit	1.2% of the final average earnings plus 0.8% of the excess of final average earnings over the Social Security wage base multiplied by years of service. Benefit accruals frozen effective December 31, 2011.

Normal retirement

• Eligibility	The first day of the month coincident with or next following the date the Participant attains age 65 and completes 1 year of participation.
• Benefit – Old formula participant	The Grandfathered benefit
• Benefit – Grandfathered participant	The greater of the Grandfathered benefit through December 31, 2005; and the Revised Formula benefit.
• Benefit – Revised formula participant	The Revised Formula benefit

Early retirement

• Eligibility	The first day of any month coincident with or next following the completion that number of years of vesting service (not less than five) which when added to the participant's age at the most recent birthday equals sixty-five.
• Benefit – Old formula participant	<p><u>Basic benefit reduction factor:</u></p> <p>Reduction factor applied to the basic benefit derived from final average earnings:</p> <ul style="list-style-type: none"> • 5% for each year between ages 65 and 55, plus • 2-2/9% for each year between ages 55 and 50, plus • 3-1/3% for each year between ages 50 and 45, plus • 1-2/3% for each year between ages 45 and 40, plus • 1% for each year between ages 40 and 35, plus

Schedule SB, Part V — Summary of Plan Provisions

- ½% for each year below 35.

If age 55 or over, the reduction is lessened by 1-1/2% for each year of service over 20 with a maximum of 10 years (“addback”). The reduction factor cannot be less than zero.

- Benefit – Old formula participant (continued)

Offset Percentage Reduction Factor:

Percentage applied to the lesser of Covered Compensation and final average compensation between ages 55 and 65 depends on the Early Retirement Reduction Factor in effect at early retirement. Percentages below age 55 are the actuarial equivalent of the age 55 percentage.

Age	ERF less than 100%	ERF equal to 100%
65	0.650%	0.500%
64	0.600%	0.500%
63	0.550%	0.500%
62	0.500%	0.500%
61	0.475%	0.475%
60	0.450%	0.450%
59	0.425%	0.425%
58	0.400%	0.400%
57	0.375%	0.375%
56	0.340%	0.340%
55	0.300%	0.300%

Benefit accruals frozen effective December 31, 2011.

- Benefit – Grandfathered participant
The early retirement benefit described for the Old formula participant. Benefit accruals frozen effective December 31, 2011.
- Benefit – Revised formula participant
The Revised Formula benefit as of the early commencement date with the following reduction percentages applied to the benefit formula:
 - No reduction for each year between ages 65 and 62,
 - 4% for each year between ages 62 and 59, plus
 - 6% for each year between ages 59 and 50, plus
 - 2% for each year between ages 50 and 40, plus
 - 1% for each year between ages 40 and 37, plus
 - ½% for each year between ages 37 and 29, plus
 - ¼% for each year below 29.

Benefit accruals frozen effective December 31, 2011.

Late retirement

- Eligibility
The first day of any month after normal retirement
- Benefit
A Participant may work beyond their normal retirement date, accruing additional retirement benefits for the periods of service after their normal retirement date. Benefit accruals frozen effective December 31, 2011.

Deferred vested

- Eligibility
Completion of five or more years of service or age 65 or older and one year of participation.
- Benefit
The minimum, grandfathered, or revised formula benefit as applicable

Schedule SB, Part V — Summary of Plan Provisions**Disability**

- | | |
|---------------|--|
| • Eligibility | The date the participant elects, not later than the Normal Retirement Date, provided the Participant has completed at least five years of vesting service and is determined by the Social Security Administration to have been permanently and totally disabled under the Social Security Act. |
| • Benefit | <p>The early retirement benefit payable based on final average earnings and Social Security wage base at the time of disablement.</p> <p>If eligible, a Participant will continue to earn benefit service during disability until the earlier of age 65, the date they elect to receive a benefit from the Plan, or the date the disability ends. The benefit will then be calculated based upon final average earnings at the time the Participant became disabled and total benefit service, including the benefit service earned while disabled. Benefit accruals frozen effective December 31, 2011.</p> |

Pre-retirement death

- | | |
|------------------------------------|--|
| • Benefit before normal retirement | <p>A Beneficiary will be eligible to receive a lump sum benefit equal to the actuarial equivalent value of the participant's normal retirement benefit at the time of death. A Beneficiary can choose to receive the lump sum benefit as an immediate annuity payable for their life.</p> <p>A Surviving Spouse will be eligible to elect to receive a lump sum benefit as described above or a monthly benefit equal to what the Surviving Spouse would have received under the contingent beneficiary option with 50% continuation of benefits. The benefit is determined based on the pension earned at the time of death and is payable to the surviving spouse on the first day of the month following the month the Participant would have been eligible for early retirement benefits had the Participant terminated on the date of their death.</p> <p>For Participants who were not employees as of November 17, 2000, a death benefit is payable only to a Surviving Spouse in the form of a monthly benefit as described above.</p> |
| • Benefit after normal Retirement | As provided under the elected form of payment of retirement benefit. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Single life annuity |
| • Automatic form for married participants | 50% joint and survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> • Single life annuity • Joint and 50%, 66 2/3%, 75%, or 100% survivor annuity • 5, 10, 15, or 20 year certain and life annuity • Social Security level income option • Cash refund annuity • Lump sum <p>A lump sum is mandatory if the present value of the normal retirement benefit is under \$5,000. This amount changed to \$1,000 effective February 28, 2005.</p> |

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>For Social Security level income and lump sum options:</p> <p>Mortality: The table prescribed by Revenue Ruling 2007-67, and for each subsequent Plan Year shall be the table prescribed by the Secretary of the Treasury based on the mortality table specified for the Plan Year under Code Section 430(h)(3)(A) (without regard to subparagraphs (C) or (D) of such Section).</p> <p>Interest rate: The adjusted first, second and third segment rates as provided in Code Sections 417(e)(3)(C) and (D) for the month of November immediately preceding the first day of the Plan Year in which the distribution occurs.</p> <p>For all other forms of payment:</p> <p>Mortality: 1971 GAM Mortality table for males, with age set-back 2 years</p> <p>Interest rate: 7.00%</p>
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Cash Balance “Component” Plan**

Effective date and plan year	Original plan: January 1, 1997 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	All future cash balance accruals were frozen as of March 4, 2012.
Significant events that occurred during the year	None

Definitions

• Covered employees	Immediate eligibility at January 1, 1997 for participants of 401(k) plan. For individuals not eligible at January 1, 1997, the participation commences at the January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service.
• Participation	January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service. Effective after March 4, 2012, no Employee shall be a participant under the plan.
• Employee contributions	Not applicable
• Year of service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Vesting service	3 years of service for employees on January 1, 1995, and on or after January 1, 2008. 5 years of service for employees after January 1, 1995, and before January 1, 2008. Immediate vesting upon disability or death during employment. All employees are fully vested in their accrued benefit on March 4, 2012.

Cash balance account

• Initial account balance	\$0
• Compensation credit	Danaher amended the plan as of December 31, 2003 to cease all future cash balance accruals for all participants except for those at Kollmorgen EO and API Harowe-Servo. • Danaher amended the plan as of February 6, 2012 to cease all future cash balance accruals for participants at Kollmorgen EO as of February 6, 2012, and API Harowe-Servo as of March 4, 2012.
• Interest credits	For Plan Years beginning before 1/1/2000 - interest crediting rate is based on participant's election under one of the investment options offered by the Plan. After 1/1/2000, the interest crediting rate is the 30-year Treasury rate for the November prior to the plan year.

Schedule SB, Part V — Summary of Plan Provisions

• Projected cash value	Projected cash balance account from the valuation date to participant's normal retirement date based on interest crediting rate of the applicable interest rate, or the cash balance in the participant's account as of the valuation date, if the valuation date does not precede the normal retirement date.
• Credited service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Accrued benefit	A single life annuity payable at the participant's normal retirement age that is the actuarial equivalent of the participant's projected cash balance account as of the date of termination.
Normal retirement	
• Eligibility	Age 65
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	The earlier of age 55 and 5 years of service or age 65
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Disability	Not applicable
Pre-retirement death	
• Benefit	The actuarial equivalent of the participant's projected cash value payable to the spouse.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	<ul style="list-style-type: none"> • 50% Joint and Survivor Annuity • Single Life Annuity • Lump Sum Distribution

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act (“PPA”), in effect at the determination date</p> <p>Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant’s distribution is made.</p>
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Miscellaneous

<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>
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Schedule SB, Part V — Summary of Plan Provisions**Easco East Windsor “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of June 2, 1991.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	One year of Eligibility Service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service

• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$16.50 (effective March 17, 1990) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

- Benefit An immediate pension commencing at early retirement equal to the following percentage of the deferred benefit:

Age at Retirement	Percentage
57	60.89%
58	67.01%
59	73.87%
60	81.57%
61	90.23%
62	100.00%

Late retirement

- Eligibility The first day of any month after age 65 following the date the member terminates employment.
- Benefit Accrued benefit.

Deferred vested

- Eligibility 3 years of vesting service.
- Benefit Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

- Eligibility Eligible for Social Security Disability benefits
- Benefit Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service.

Pre-retirement death

- Benefit prior to early Retirement 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity, actuarially reduced
- Optional forms
 - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
 - Level Income option

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
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Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>

Schedule SB, Part V — Summary of Plan Provisions**Easco Gastonia “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service	
• Eligibility	One year Eligibility Service	
• Employee contributions	Not applicable.	
• Vesting service	Each plan year with 1,000 hours of service	
• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$10 (effective January 1, 1989) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 60 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

-
- Benefit An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	59.124%
61	65.402
62	72.487
63	80.508
64	89.618
65	100.000

Late retirement

-
- Eligibility The first day of any month after age 65 following the date the member terminates employment.
 - Benefit Accrued benefit.
-

Deferred vested

-
- Eligibility 3 years of vesting service.
 - Benefit Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
-

Disability

-
- Eligibility Eligible for Social Security Disability benefits
 - Benefit Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
-

Pre-retirement death

-
- Benefit 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
-

Form of benefits

-
- Automatic form for unmarried Life Annuity participants
 - Automatic form for married participants 50% Joint & Survivor Annuity, actuarially reduced
 - Optional forms
 - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
 - Five or ten year certain annuity.
 - Level Income option
-

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
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Miscellaneous

<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>
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Schedule SB, Part V — Summary of Plan Provisions**Easco Salaried “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1988.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final Average pay plan
• Normal form	60 monthly payments Certain and For Life thereafter.
• Eligibility	Age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	One (1) year of Vesting Service for each Plan Year during which the Participant completes at least one thousand (1,000) Vesting Hours.
• Credited service	Credited service has been frozen.
• Compensation considered	W-2 compensation
• Average annual compensation	Highest three consecutive years out of the five years prior to retirement.
• Accrued benefit	<p>Monthly benefit of 1.75% of Final Monthly Average Earnings for the first 20 years of service, plus 1.5% of Final Monthly Average Earnings for the next ten years of service, offset by 1.75% of Social Security for the first 20 years of service and 1.5% of Social Security for the next ten years of service.</p> <p>Employees who were members of the Plan prior to July 1, 1982, will receive a minimum of the benefit computed under the prior Plan based on Final Average Earnings defined below. Final Average Earnings for the minimum benefit are determined as follows:</p> <ol style="list-style-type: none"> For employees who were 100% vested in the prior plan, earnings continue with salary increases until retirement. For employees who were eligible to retire within five years of July 1, 1982, earnings are increased for five years and then remain level until retirement. For employees not vested or within five years of retirement as of July 1, 1982, earnings remain level until retirement. <p>Credited Service has been frozen. Accrued Benefit information was provided by the plan sponsor.</p>

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 55 and 5 years vesting service.
---------------	---

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Benefit is reduced by 5% per year if payable prior to age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Benefit payable at Normal Retirement based on Final Average Earnings as of date of disability but service at actual retirement, payable upon attainment of one year of service.
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	60 monthly payments Certain and For Life thereafter.
• Optional forms	<ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity Ten years certain annuity
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, where, for such purposes, a Beneficiary of a Participant shall be assumed to be two (2) years younger than the Participant, if applicable. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Easco Springdale “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	From date of hire
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service

• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$10.50 (effective April 12, 1991) times Credited Service
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 60 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):		
	<table> <tr> <th data-bbox="552 315 795 350">Age at Retirement</th><th data-bbox="795 315 1487 350">Percentage</th></tr> </table>	Age at Retirement	Percentage
Age at Retirement	Percentage		
	60 59.124%		
	61 65.402		
	62 72.487		
	63 80.508		
	64 89.618		
	65 100.000		
Late retirement			
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.		
• Benefit	Accrued benefit.		
Deferred vested			
• Eligibility	3 years of vesting service.		
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date		
Disability			
• Eligibility	Eligible for Social Security Disability benefits		
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service		
Pre-retirement death			
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.		
Form of benefits			
• Automatic form for unmarried participants	Life Annuity		
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced		
• Optional forms	<ul style="list-style-type: none"> 50%, 66 2/3%, or 100% Joint and Survivor Annuity Ten years certain annuity. Level Income option 		

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>

Schedule SB, Part V — Summary of Plan Provisions**Easco Union 228 “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	One year of eligibility service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service

• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$19.95 (effective May 17, 1993) times the number of years of credited service.
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten years certain annuity. • Level Income option
• Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with no setback in age for a Participant and a six (6)-year setback in age for a Beneficiary, where, for such purposes, a Beneficiary of a Participant shall be assumed to be three (3) years younger than the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Easco Union 1570 “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of July 31, 1990.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	One year of eligibility service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service

• Credited service	Credited hours plus military hours during plan year	Credited service for year
	1615 or more	1 year
	1445 but less than 1615	0.9 year
	1275 but less than 1445	0.8 year
	1105 but less than 1275	0.7 year
	935 but less than 1105	0.6 year
	765 but less than 935	0.5 year
	585 but less than 765	0.4 year
	425 but less than 595	0.3 year
	255 but less than 425	0.2 year
	85 but less than 255	0.1 year
	Less than 85	none

Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

• Accrued benefit	\$13.50 (effective January 1, 1989) times the number of years of credited service.
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Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten year certain annuity. • Level Income option
• Optional form conversion factors	<p>Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Elizabethtown “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$11 (effective March 1, 1989) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

- **Benefit** 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
-

Form of benefits

- **Automatic form for unmarried participants** Life Annuity
 - **Automatic form for married participants** 50% Joint & Survivor Annuity, actuarially reduced
 - **Optional forms**
 - 75% or 100% Joint and Survivor Annuity
 - Level Income option
 - **Optional form conversion factors**

Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually
-

Miscellaneous

- **Maximum benefits** Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
-

Schedule SB, Part V — Summary of Plan Provisions**Fluke Corporation “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan with \$ per month per year of service minimum
• Eligibility	Participants of the Fluke Plan as of December 31, 1998. As of that date, the plan is frozen to future participation.
• Employee contributions	Not applicable.
• Vesting service	Same as Credited Service
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Accrued benefit equals (1) - (2) multiplied by years of service (maximum 30). 1. 1/3% of highest average earnings. 2. 0.56% of participant's Covered Compensation.

Normal retirement

• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 55 and 15 years of Vesting Service.
• Benefit	Accrued benefit is reduced 5/12% for each month prior to age 62 (if participant has 30 years of service) or 65 (if participant has less than 30 years of service).

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	3 years of vesting service.
• Benefit	Benefit accrued at date of disability payable at normal retirement date.

Pre-retirement death

• Benefit	The surviving spouse shall receive 100% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date.
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Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity, actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 50% or 100% Joint and Survivor Annuity • Optional Lump Sum for benefits accrued prior to April 30, 1993, if greater than \$5,000, but less than \$10,000. • Level Income option |
| • Optional form conversion factors | <p>For purposes of determining an optional form of payment of the Pension, actuarial equivalency shall be determined using whichever of the following results in the larger benefit:</p> <ol style="list-style-type: none"> 1. The amount determined with respect to the benefit accrued as of December 31, 1995 using the following: <ol style="list-style-type: none"> A. Mortality: 1984 Unisex Pensioner's Mortality Table. B. Interest Rate: The interest rate or rates that would be used by the Pension Benefit Guaranty Corporation ("PBGC") for purposes of determining the present value of benefits upon termination of an insufficient, trusted single-employer plan on the first day of the second month before the month in which payment of benefits starts. For payments before October 1, 1990, the PBGC rate or rates in effect under the Fluke Plan on September 30, 1989, shall be used if a larger benefit would result. 2. The amount determined with respect to the entire accrued benefit using the 1983 Group Annuity Mortality Table, with male annuity factors weighted fifty percent (50%) and female annuity factors weighted fifty percent (50%) and the "applicable interest rate," as such term shall be defined in Code Section 417(e)(3)(a), as determined for the third month preceding the Annuity Starting Date; provided, however, that with respect to Annuity Starting Dates on or after January 1, 2008, the phrase "rate of interest on 30-year Treasury Securities" shall be substituted for the phrase "'applicable interest rate,' as such term shall be defined in Code Section 417(e)(3)(a)." 3. With respect to a Pension payable under Section 7.3(d) of this Plan to a Fluke Participant who shall have attained age fifty-five (55) and calculated pursuant to Section 8.2(d) of this Plan, the actuarial assumptions for purposes of any such calculation shall be determined on a monthly basis and not an annual basis. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Gilbarco Salaried Plan**

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 2002.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	Final average pay plan
• Eligibility	Age 18
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 Hours of service.
• Credited service	Credited Service was frozen as of December 31, 2002.
• Accrued benefit	1.25% of Average Final Compensation (3 years) times service plus 0.60% of Average Final Compensation in excess of the Social Security Covered Compensation, times years of Credited Service (maximum 35 years).

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55
• Benefit	Accrued Benefit unreduced at age 62 with 3% per year reductions from age 62 to age 60 and 5% per year reductions from age 60 to age 55. An early retirement supplement is provided for participants with 15 years of plan service who elect early retirement. The supplement amount is paid monthly until age 62. The monthly amount is \$125 at age 55, \$130 at age 56 and so on up to \$150 per month.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date

Disability

• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit as of Normal Retirement Date, payable upon attainment of 5 years of Vesting service.

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

- Benefit 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
-

Form of benefits

- Automatic form for unmarried participants Life annuity
 - Automatic form for married participants 50% Joint & Survivor Annuity, actuarially reduced
 - Optional forms
 - 50% or 100% Joint and Survivor Annuity
 - Level Income option
 - Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually
-

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
-

Schedule SB, Part V — Summary of Plan Provisions**Holo-Krome “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Status of the plan	The plan was frozen as of December 31, 1994.
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Significant events that occurred during the year	None
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Definitions

• Type of plan	\$ per month per year of service
• Eligibility	Completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$14 (effective January 1, 1989) times credited service up to a maximum of 35 years.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit.

Early retirement

• Eligibility	Attainment of age 55 and 5 years of Vesting Service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of vesting service.
• Benefit	The accrued pension beginning at normal retirement.

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Long Term Disability Plan Benefit

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- Benefit 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Form of benefits

- Automatic form for unmarried participants Life annuity
- Automatic form for married participants 50% Joint & Survivor
- Optional forms
 - Any percentage up to 100% Joint and Survivor Annuity
 - Level Income option
- Optional form conversion factors

Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.

Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Jacobs “Component” Plan**

Effective date and plan year	Original plan: September 15, 1950 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	October 1, 1992
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	All employees in the appropriate Bargaining Unit.
• Employee contributions	Not applicable.
• Vesting service	Prior to 1/1/76: One year of service for each plan year in which the employee completed one hour of service; On and after 1/1/76: One year for each plan year in which the employee is compensated for 1,000 or more hours; otherwise, unless the person terminates in that plan, no credit is given. If the person terminates within the Plan year, partial credit is given.
• Credited service	On and after 1/1/76: 1/10th year for each 170 hour compensated in a calendar year, with a maximum of one year of credit for 1,700 hours. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$19 times the number of years of credited service.

Normal retirement

• Eligibility	Attainment of age 65; for former Allen employees, attainment of age 62
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of Vesting Service
• Benefit	The accrued benefit either commencing at age 65 or early retirement age reduced by 6-2/3% for each year prior to age 62; for former Allen employees the reduction is 3.6% for each year prior to 62 and 1.8% for each year prior to age 57.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	After 5 years of vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Date.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Two times Normal Retirement Benefit, payable upon attainment of 10 years of Vesting service.
Pre-retirement death	
• Eligibility	All married vested employees are eligible.
• Benefit	Benefit is payable on what would have been the employee's earliest retirement date had the employee terminated just prior to death. Benefit is equal 55% of the employee's vested accrued benefit payable on a reduced basis.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	Level Income option
• Optional form conversion factors	Mortality: <ul style="list-style-type: none"> • With respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and • With respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Clark Controls “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan was frozen for participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	Hourly paid employees of the Company at the Lancaster, South Carolina plant, if not eligible for any other plan.
• Vesting service	For service prior to January 1, 1976, vesting service is equal to credited service; provided that, in any year in which an employee is credited with 1,000 hours, he shall be credited with a full year of vesting service. After December 31, 1975, an employee will accrue one year of vesting service for each year in which the employee is credited with 1,000 hours, including hours absent on an approved leave of absence; provided, however that, if hours are less than 1,000, a fractional year will accrue equal to the ratio of hours to 1,700.
• Credited service	Prior to January 1, 1967, continuous service from date of hire. From January 1, 1967 to January 1, 1976, one year of service for each calendar year in which plan participant is credited with 1,700 hours of service or proportional credit if less than 1,700. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accredited service	For service prior to January 1, 1997, accredited service is equal to credited service. After December 31, 1975, an employee will accrue one year of accredited service for each year in which employee is credited with 1,700 hours, including hours absent or approved leave of absence or a proportional credit if less than 1,700.
• Accrued benefit	\$13.75 times the number of years of credited service.

Normal retirement

• Eligibility	Age 65
• Benefit	For normal retirements occurring on or after July 20, 1994, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$11.50 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1995, the monthly retirement is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$12.00 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1996, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$12.75 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1997, the monthly retirement benefit is equal to \$11.00 per year of accredited service prior to July 20, 1994 plus \$13.75 per year of accredited service after July 20, 1994.

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

- | | |
|---------------|--|
| • Eligibility | Age 55 and 15 years of service or age 60 and 10 years of service. |
| • Benefit | Accrued pension reduced by .6% per month for the first 60 months preceding normal retirement; further reduced by .3% per month for the next 60 months preceding normal retirement. |

Deferred vested

- | | |
|---------------|--|
| • Eligibility | 3 years of service. |
| • Benefit | Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early. |

Disability

- | | |
|---------------|--|
| • Eligibility | Total and permanent disability after 10 years of service and net eligible for normal retirement. |
| • Benefit | Accrued pension at date of disability, payable as a life annuity commencing immediately. |

Pre-retirement death

- | | |
|---------------|--|
| • Eligibility | Eligible for early or normal retirement |
| • Benefit | In the event of an active or inactive participant's death prior to benefit commencement subsequent to becoming eligible for early or normal retirement, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100% or 50% Joint and Survivor Annuity • Five or ten years Certain Annuity • Lump sum option if amount is greater than \$5,000 but less than \$10,000 • Level Income option |
| • Optional form conversion factors | Mortality:
1971 Group Annuity Mortality Table for Males with a two (2)-year setback in age.
Interest rate:
Eight percent (8%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Corporation Supplemental “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

a. Eligibility	Participants with an accrued benefit under the plan as of December 31, 1988 and participants of the Joslyn Jennings Corporation Salaried Employees' Retirement Plan as of September 9, 1992. As of those dates, the plan is frozen to future participation.
b. Employee contributions	Not applicable.
c. Vesting service	Vesting service under prior
d. Credited service	Service under the prior plan
e. Monthly accrued pension	For Challenger, Joslyn and Jennings participants, the benefits were frozen as of August 31, 1984, December 31, 1988, and September 14, 1992, respectively. Accrued benefit information was provided by the plan sponsor. Challenger participants continued to earn additional benefits under the Joslyn benefit formula until December 31, 1988.

Normal retirement

f. Eligibility – Joslyn	December 31 on or following age 65.
g. Eligibility – Jennings	First day of the month coincident with or following later of age 65 and five years of service.
h. Eligibility – Challenger	First day of the month next following the participant's 65th birthday.
i. Benefit	A monthly benefit equal to accrued pension described above.

Early retirement

j. Benefit – Joslyn	Accrued pension actuarially reduced from normal retirement date.			
k. Benefit – Jennings	<p>Regular Early:</p> <p>For retirements with less than 15 years of service, the accrued pension is reduced 3% per year for benefit commencement precedes age 65.</p> <p>Special Early:</p> <p>For retirement after age 60 with 15 years of service, the accrued pension is unreduced. For retirement after age 55 but before age 60 with 15 years of service, the accrued pension is reduced 5% per year for each year benefit commencement precedes age 60.</p>			
l. Benefit – Challenger	The accrued pension is multiplied by the application percentages:			
	Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
	65	100%	100%	100%
	64	100%	100%	94%
	63	100%	100%	88%

Schedule SB, Part V — Summary of Plan Provisions

62	100%	100%	82%
61	100%	100%	79%
60	100%	100%	76%
59	100%	74%	74%
58	100%	72%	72%
57	100%	70%	70%
56	100%	68%	68%
55	100%	66%	66%

Late retirement

m. Eligibility	After Normal Retirement Date
n. Benefit	Accrued pension actuarially increased from normal retirement date. For Joslyn, the definition of actuarial equivalence is based on a 5% interest rate.

Deferred vested

o. Eligibility	3 years Vesting service
p. Benefit	Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.

Disability

q. Benefit – Joslyn	Accrued pension actuarially reduced from normal retirement date.
r. Total and permanent disability (Joslyn only)	Unreduced accrued pension payable immediately following date of disability.
t. Benefit – Jennings	Accrued pension payable at age 65. If benefit commences prior to age 65, it is reduced based on the provisions of the Plan.
u. Benefit – Challenger	Accrued pension multiplied by the appropriate percentage from the following table:

Age	Percentage
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55 and below	79%

Pre-retirement death

v. Benefit – Joslyn	In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately. Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated
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Schedule SB, Part V — Summary of Plan Provisions

employment on the earlier of day before his death, or his actual termination date, survived to age 60 and elected to receive an annuity, payable immediately.

w. Benefit – Jennings

In the event of an active or inactive participant dies after completing five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had the participant separated from service on the earlier of his actual termination date or on the date of his death, survived to the earliest date he would have been eligible for early retirement, began receiving his benefit in the form of a 50% joint and survivor annuity, and died on the next day.

x. Benefit – Challenger

In the event of death of an active participant whose age plus years of service equals 80 or more or who attained age 55 and completed 15 years of service, the surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension was payable immediately and the following early retirement factors applied:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
64	100%	100%	100%
63	100%	100%	100%
62	100%	100%	100%
61	100%	100%	97%
60	100%	100%	94%
59	100%	91%	91%
58	100%	88%	88%
57	100%	85%	85%
56	100%	82%	82%
55	100%	79%	79%
Under age 55	79%	79%	79%

In the event of the death of a participant who does not meet the above criteria, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he terminated the day before his death, survived to age 55 and elected to receive 50% joint and survivor annuity payable immediately.

Form of benefits**y. Automatic form for unmarried participants**

Life Annuity

z. Automatic form for married participants

50% Joint & Survivor Annuity actuarially reduced.

aa. Optional forms

- 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity
- Lump sum option if amount is greater than \$5,000 but less than \$10,000
- Level Income option

bb. Optional form conversion factors

Mortality:

Schedule SB, Part V — Summary of Plan Provisions

1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant.

Interest rate:

Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.

Miscellaneous

cc. Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions

- Benefit – Challenger The accrued pension is multiplied by the application percentages:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
65	100%	100%	100%
64	100%	100%	94%
63	100%	100%	88%
62	100%	100%	82%
61	100%	100%	79%
60	100%	100%	76%
59	100%	74%	74%
58	100%	72%	72%
57	100%	70%	70%
56	100%	68%	68%
55	100%	66%	66%

Late retirement

- Eligibility After Normal Retirement Date
- Benefit Accrued pension actuarially increased from normal retirement date. For Joslyn, the definition of actuarial equivalence is based on a 5% interest rate.

Deferred vested

- Eligibility 3 years Vesting service
- Benefit Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.

Disability

- Benefit – Joslyn Accrued pension actuarially reduced from normal retirement date.
- Total and permanent disability (Joslyn only) Unreduced accrued pension payable immediately following date of disability.
- Benefit – Jennings Accrued pension payable at age 65. If benefit commences prior to age 65, it is reduced based on the provisions of the Plan.
- Benefit – Challenger Accrued pension multiplied by the appropriate percentage from the following table:

Age	Percentage
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55 and below	79%

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

- **Benefit – Joslyn**
In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately. Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated employment on the earlier of day before his death, or his actual termination date, survived to age 60 and elected to receive an annuity, payable immediately.
- **Benefit – Jennings**
In the event of an active or inactive participant dies after completing five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had the participant separated from service on the earlier of his actual termination date or on the date of his death, survived to the earliest date he would have been eligible for early retirement, began receiving his benefit in the form of a 50% joint and survivor annuity, and died on the next day.
- **Benefit – Challenger**
In the event of death of an active participant whose age plus years of service equals 80 or more or who attained age 55 and completed 15 years of service, the surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension was payable immediately and the following early retirement factors applied:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
64	100%	100%	100%
63	100%	100%	100%
62	100%	100%	100%
61	100%	100%	97%
60	100%	100%	94%
59	100%	91%	91%
58	100%	88%	88%
57	100%	85%	85%
56	100%	82%	82%
55	100%	79%	79%
Under age 55	79%	79%	79%

In the event of the death of a participant who does not meet the above criteria, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he terminated the day before his death, survived to age 55 and elected to receive 50% joint and survivor annuity payable immediately.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Lump sum option if amount is greater than \$5,000 but less than \$10,000 • Level Income option |
| • Optional form conversion factors | <p>Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate:
Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Joslyn Jennings “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	Plan was frozen as of September 9, 1992.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Hourly paid employees of Joslyn Jennings Corporation covered by labor agreement who complete one year of continuous service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Continuous service	Each calendar year from date of hire in which an employee completes at least 1,000 hours is credited as one year of continuous service.
• Credited service	For service after January 1, 1967, each year in which an employee completes 1,680, prorated (rounded to nearest 1/10th) for hours less than 1,680.
• Accrued benefit	The monthly accrued benefit is equal to the sum of: <ul style="list-style-type: none"> • \$12.00 per year of credited service between January 1, 1967 and December 31, 1987, and • \$15.50 per year of credited service after January 1, 1988.

Normal retirement

• Eligibility	Age 65
• Benefit	Accrued Benefit

Early retirement

• Eligibility	Age 55 and 15 years of service.
• Benefit	Accrued pension reduced by 1/180 per month for each of the first 60 months preceding normal retirement and 1/360 per month for each of the next 60 months preceding normal retirement.

Late retirement

• Eligibility	After Normal Retirement Date
• Benefit	Accrued pension actuarially increased from normal retirement date.

Deferred vested

• Eligibility	3 years of service.
• Benefit	Accrued pension deferred to normal retirement or reduced for early retirement if an employee is at least age 55 and has completed 15 years of service.

Schedule SB, Part V — Summary of Plan Provisions**Disability**

- | | |
|---------------|---|
| • Eligibility | Total and permanent disability after age 45 and 15 years of service. |
| • Benefit | Unreduced accrued pension, payable immediately. However, if the participant is currently receiving a Public Disability Benefit the plan's benefit will be reduced by the amount of such Public Disability Benefit until he attains age 65, when his Normal Retirement Benefit is payable. |

Pre-retirement death

- | | |
|---------------|--|
| • Eligibility | Eligible for early or normal retirement |
| • Benefit | Surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity • 5,10, or 15 years Certain Annuity • Lump sum option amount is greater than \$5,000 but less than \$10,000 • Level Income option |
| • Optional form conversion factors | Mortality:
The 1974 George B. Buck Mortality Tables for Males with a one (1)-year set forward in age.

Interest rate:
Six and one-half percent (6.5%) per annum, compounded annually |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**K-D Nonunion “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1st or July 1st after completion of one year of service.
• Employee contributions	Not applicable.
• Credited service	Credited Service has been frozen.
• Accrued benefit	<p>Past Service:</p> <ul style="list-style-type: none"> The product of 1% of 1/12th of compensation for the Plan year ending December 31, 1974, multiplied by the Member's number of Years of Past Service prior to January 1, 1975. <p>Future Service:</p> <ul style="list-style-type: none"> 1% of 1/12th of the compensation for each Plan Year up to the Social Security Wage Base and 1-1/2% of such compensation in excess of the Wage Base for each Plan Year of Future Service after December 31, 1974. <p>For former Glen Burnie employees, monthly benefit equal to the sum of:</p> <p>Past Service:</p> <ul style="list-style-type: none"> Accrued benefit calculated using the Glen Burnie Formula but with service stopping at December 31, 1983, and <p>Future Service:</p> <ul style="list-style-type: none"> Monthly benefit calculated as in (b) above, but with service beginning January 1, 1984. <p>Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.</p>

Normal retirement

• Eligibility	Age 65 and 5 years of Vesting Service (except for Glen Burnie group).
• Benefit	Accrued Benefit

Early retirement

• Eligibility	If the Participant is not a Disabled Participant, the Participant has completed at least five (5) Years of Vesting Service and has attained age fifty-five (55) and, if the Participant is a Disabled Participant, the Participant has attained Normal Retirement Age
• Benefit	Accrued Benefit reduced by 5/9% for each of the first 60 months and 5/18% for each of the next 60 months by which commencement precedes Normal Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions**Late retirement**

- | | |
|---------------|--|
| • Eligibility | The first day of any month after age 65 following the date the member terminates employment. |
| • Benefit | Accrued benefit. |

Deferred vested

- | | |
|---------------|---|
| • Eligibility | 3 years of vesting service. |
| • Benefit | Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date |

Disability

- | | |
|---------------|---|
| • Eligibility | Eligible for Social Security Disability benefits. |
| • Benefit | Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service. |

Pre-retirement death

- | | |
|---------------|---|
| • Eligibility | 3 years of vesting service |
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity • 5, 10, or 15 years Certain Annuity |
| • Optional form conversion factors | <p>Mortality:
1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**K-D Union “Component” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of July 23, 1991.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service.
• Eligibility	One hour of service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 vesting hours.
• Vesting schedule	5 years of Vesting service
• Credited service	Each plan year with 1,000 vesting hours. Service was frozen as of July 1991.
• Accrued benefit	Accrued benefit information was provided by the Plan sponsor.

Normal retirement

• Eligibility	
• Benefit	Monthly Pension: <ul style="list-style-type: none"> Special payment equal to 13 weeks vacation pay at the pay rate applicable to most recent eligibility for vacation less any vacation paid for the year in which retirement occurs or the year in which the participant was eligible for vacation Regular Pension - Greater of: 16.00 times Credited Service, or Deferred pension as of January 1, 1961.
• Payment	<ul style="list-style-type: none"> Special payment is payable for the first three months following retirement Regular pension commences on the first day of the month following the three months during which special payments are received.

Early retirement

• Eligibility	The Participant either: (1) both has completed at least thirty (30) years of Credited Service and has attained age sixty-two (62) or (2) both has completed at least ten (10) years of Credited Service and has attained age sixty (60); provided, however, that any Employee whose continuous service is broken on or after June 30, 1961, by reason of a permanent shutdown of a plant, department, or sub-division thereof or by reason of a layoff and who, at the time of such break in continuous service, has at least fifteen (15) years of Credited Service and has attained the age of forty-five (45) years shall be deemed to satisfy the requirements for Early Retirement
• Benefit	Accrued benefit reduced by 5/9% for each of the first 60 months and actuarially reduced if payment begins prior to age 60. The special payment is payable immediately.

Schedule SB, Part V — Summary of Plan Provisions**Late retirement**

- | | |
|---------------|--|
| • Eligibility | The first day of any month after age 65 following the date the member terminates employment. |
| • Benefit | Accrued benefit. |

Deferred vested

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service. |
| • Benefit | Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date. |

Disability

- | | |
|---------------|---|
| • Eligibility | Eligible for Social Security Disability benefits |
| • Benefit | Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service. |

Pre-retirement death

- | | |
|---------------|---|
| • Eligibility | 3 years vesting service |
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100 or 50% Joint and Survivor Annuity • 5 or 10 years Certain Annuity • Lump Sum |

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Lump Sum form of payment:</p> <p>Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date</p> <p>Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made.</p> <p>All other forms:</p> <p>Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable.</p> <p>Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.</p>
<hr/> Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Keithley Instruments, Inc. Employees' Pension Plan**

Effective date and plan year	Original plan: October 1, 1972 Restated plan: 2008, with an effective date of October 1, 2002 Plan year: prior to the September 30, 2011 merger, the twelve (12) month period ending on September 30 in each calendar year; after the merger, January 1 through December 31
Status of the plan	The plan was frozen as of September 30, 2011.
Significant events that occurred during the year	None
Definitions	
• Participation	All eligible employees enter the plan at the beginning of the plan year following the attainment of the later of age 20 ½ and six months of employment.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	The total of credited past service plus credited future service: <ul style="list-style-type: none"> • Credited past service: Vesting service prior to October 1, 1987 • Credited future service: Vesting service subsequent to September 30, 1987 Credited service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Compensation	The total remuneration accrued by the company to a participant for services rendered to the company, including wages, salaries, commissions, overtime and bonuses, whether discretionary or not. No compensation earned after September 30, 2011 will be reflected.
• Final average compensation	One-fifth (1/5) of the sum of a participant's annual compensation for those five (5) consecutive plan years ending on or before September 30, 1999.
• Covered Compensation	For plan years ending September 30, 1987, and September 30, 1988, \$15,700; For plan years ending on or after September 30, 1989, and before October 1, 1991, the amount of average compensation with respect to which old-age and survivor's insurance benefits would be provided under the Social Security Act for a person who attained age 65; For plan years beginning on and after October 1, 1991, the Social Security covered compensation as defined in Section 401(l)(5)(E) of the Code.
• Accrued benefit	The greater of <ul style="list-style-type: none"> • \$12.00 multiplied by Credited Service under the Plan, or: • The sum of: For Credited Service as of September 30, 1999, 0.9% of Final Average Compensation up to Covered Compensation plus 1.5% of Final Average Compensation in excess of Covered Compensation, the sum times years of Credited Service up to 30 years, plus

Schedule SB, Part V — Summary of Plan Provisions

For Credited Service after September 30, 1999, 1.2% of Compensation for each Plan Year.

Benefit accruals frozen effective September 30, 2011.

Normal retirement

- Eligibility Age 65 and five years of vesting service.
- Benefit Accrued benefit.

Early retirement

- Eligibility Age 55 and five years of vesting service.
- Benefit The accrued benefit based on years of credited service at early retirement, reduced for early payment by 0.5% for the first 60 full months and by 0.4% for each additional full month by which the early retirement date precedes the normal retirement date.

Late retirement

- Eligibility The first date of any month after age 65 and 5 years of service following the date the member terminates employment.
- Benefit Accrued benefit.

Deferred vested

- Eligibility 5 years of vesting service.
Participants of the Radiation Measurements Division or participants devoted to the QUANTOX product line who were terminated on or after August 1, 1998 and November 30, 1998 respectively, are deemed to have no less than five years of Vesting Service.
- Benefit The accrued benefit based on years of credited service at termination date. The participant is entitled to receive his benefit at age 65. However, a reduced early retirement benefit may be paid as early as age 55.

Disability

- Eligibility Totally and permanently disabled after five years of vesting service.
- Benefit The accrued benefit based on years of credited service as calculated on the date the disability benefit commences.

Pre-retirement death

- Eligibility 5 years of vesting service.
- Benefit Surviving spouse receives 50% of the amount which would have been payable to the participant had he terminated on the day of his death and elected a 50% Joint and Survivor annuity; benefit is deferred if the participant is under age 55.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">100%, 75% or 50% Joint and Survivor Annuity5,10, or 15 years Certain and Life AnnuityFull Cash Refund Annuity
<ul style="list-style-type: none">Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, setback one (1) year for Participants and two (2) years for Beneficiaries. Interest rate: Six percent (6%) per year, compounded annually.
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Kollmorgen Salaried Plan**

Effective date and plan year	Original plan: November 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2000.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	All employees who have completed one year of service and attained age 21 are eligible for participation in the plan. Participation begins on the first day of the month following completion of these requirements.
• Employee contributions	
• Vesting service	Fully vested after completion of 3 full Years of Vesting Service (1,000 hours).
• Credited service	Any 12 consecutive-month period during which the employee completes 2,080 Hours of Service shall be considered one Year of Service. If the number of Hours of Service is less than 2,080, a fraction of a Year of Benefit Service shall be credited, the numerator of which is the number of Hours of Service completed in such a year or partial Year of Service, and the denominator of which is 2,080. Such 12-consecutive month period will be measured from January 1. Participants at Magnedyne division begin to earn Benefit Service on January 1, 1999. Participants at New England Affiliated Technologies begin to earn benefits service on January 1, 2000.
• Break in service	Fewer than 500 Hours of Service in a plan year constitutes a one-year break in service for purposes of vesting and benefit accrual. Vesting Years, Credited Service and the accrued benefit will be restored to former nonvested participants if the participant's period of absence does not exceed the greater of (i) five years or (ii) the participant's prior Vesting Years.
• Maximum compensation	\$170,000
• Final average compensation	For Plan Years commencing on or after January 1, 1989 for Participants under the Salaried and Hourly Plans and for Plan Years commencing on or after January 1, 1991, for Participants under the Floor Plan, the average of a Participant's Compensation for the 5 consecutive calendar years prior to the earlier of retirement or separation that produces the highest average. Effective April 4, 1997, for Participants who worked at the former MacBeth Division of the Kollmorgen Corporation as of April 4, 1997, the average of the 3 consecutive calendar years prior to separation will be used if it produces a higher average than using 5 consecutive calendar years.
• Covered compensation	Social Security Covered Compensation using the new law rounded table (nearest \$600 per year).
• Accrued benefit	The annual amount of accrued benefit is equal to the product of 1 and 2 below:

Schedule SB, Part V — Summary of Plan Provisions

	<ol style="list-style-type: none"> 1.3% of Final Average Compensation not in excess of the Covered Compensation level for an individual obtaining their Social Security normal retirement age in the year of calculation plus 1.8% of Final Average Compensation in excess of the Covered Compensation level determined above. Years of the member's Benefit Service, up to a maximum of 30. Participants who were formerly participants of the Kollmorgen (Long Island) Floor Plan began receiving credit for Benefit Service under the benefit formula described above as of January 1, 1991. These participants are also entitled to payment under this Plan of any benefits based on service prior to January 1, 1991 earned under Kollmorgen Floor Plan. However, total retirement benefits payable from this Plan may not exceed the amount of benefits that would be paid under the benefit formula described above if the participant had been covered by the Plan from date of hire without regard to the special Floor Plan provisions.
• Maximum benefit	\$140,000 per year adjusted for retirement at age other than Social Security Normal Retirement Age.
Normal retirement	
• Eligibility	Age 65
• Benefit	A monthly benefit payable to participants who retire on their Normal Retirement Date equal to 1/12 of the Accrued Benefit at that time.
Early retirement	
• Eligibility	The first day of any month after the participant has both attained age 55 and completed at least 5 full Years of Service.
• Benefit	The actuarial equivalent of the retirement benefit at Normal Retirement Date, calculated with Credited Service to the Early Retirement Date.
Late retirement	
• Eligibility	The first day of any month after the participant's Normal Retirement Date.
• Benefit	The benefit will reflect the Final Average Compensation and Credited Service at the time of actual retirement.
Deferred vested	
• Eligibility	After 3 Years of Vesting Service, accrued retirement benefits are 100% vested.
• Benefit	Accrued Benefit payable at age 65 or reduced benefit payable on or after attainment of age 55.
Disability	
• Eligibility	Declared disabled by the Social Security Administration.
• Benefit	Benefit accrued to Normal Retirement Date assuming constant earnings from disablement to Normal Retirement Date.

Schedule SB, Part V — Summary of Plan Provisions**Pre-retirement death**

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|---------------|---|
| • Eligibility | The completion of 5 Vesting Years.
The first day of the month following the death of an active participant who dies after satisfying the requirements for an Early Retirement Benefit. |
| • Benefit | Annuity payable to participant's spouse under 50% Joint and Survivor option with payment commencement deferred to the participant's earliest retirement age. |

Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | Reduced Joint & 50% Survivor Annuity, unless elected otherwise. |
| • Optional forms | <ul style="list-style-type: none"> • Single life • Reduced 50% or 100% Survivor benefit • Lump Sum • 10 years certain and continuous • Level Income option |
| • Optional form conversion factors | Mortality:
1984 Unisex Pensioner's Mortality Table
Interest rate:
Eight percent (8%) per annum, compounded annually. |

Miscellaneous

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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Leica Salaried Plan**

Effective date and plan year	Original plan: June 1, 1956 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None

Definitions

• Plan name	Leica Microsystems, Inc. Pension Plan
• Type of plan	Final average pay plan
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A calendar year in which the Participant completed at least 1,000 hours of service.
• Credited service	All months of service in which the participant completes at least one hour of service, measured in years and months.
• Accrued benefit	Past Service Benefit plus Future Service Benefits where: <ul style="list-style-type: none"> • Past Service Benefit equals the benefit(s) accrued under the prior plan(s) through December 31, 1988, and 1.25% of each year's compensation from 1989 through 1990. • Future Service Benefit equals 1.5% of each year's Compensation after 1990. The minimum monthly accrued benefit is \$23.50 for each year of Benefit Service. Benefit accruals were frozen as of December 31, 2005.

Benefit accruals were frozen as of December 31, 2005.**Normal retirement**

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service. For Participants in the B&L Plan, the first day of the calendar month following the date on which the Participant attains age 55.
• Benefit	The Participant's Pension shall be reduced by one third percent (1/3%) for each month by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For former B&L participants, benefits accrued through December 31, 1988 are reduced from age 63.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

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|---------------|--|
| • Eligibility | 3 years of Vesting service |
| • Benefit | Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date. |

Disability

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|---------------|-----------------|
| • Eligibility | Not applicable. |
| • Benefit | Not applicable. |

Pre-retirement death

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|------------------------------------|--|
| • Eligibility | 3 years Vesting service |
| • Benefit before normal retirement | Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment. |
| • Benefit after normal retirement | None except as provided by the annuity form elected. |

Form of benefits

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|---|---|
| • Automatic form for unmarried participants | Five year certain and continuous annuity |
| • Automatic form for married participants | Actuarially equivalent 50% joint and survivor annuity |
| • Optional forms | <ul style="list-style-type: none"> Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse Period Certain Annuity with 60 or 120 monthly payments only. |
| • Optional form conversion factors | Mortality:
1971 TPF & C Forecast Mortality Table for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary.
Interest rate:
Eight percent (8%) per annum, compounded annually. |

Miscellaneous

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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Leica Union Plan**

Effective date and plan year	Original plan: May 2, 1986 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 23, 2003.
Significant events that occurred during the year	None
Definitions	
• Plan name	Leica Microsystems Inc. Pension Plan for Bargaining Unit Employees
• Type of plan	\$ per month per year of service
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year in which the Participant completed at least 1,000 hours of service.
• Credited service	A Plan Year in which the participant completes at least 1,000 hours of service. Credited Service frozen as of December 23, 2003.
• Accrued benefit	Monthly amount equal to \$23.50 times Credited Service.
Normal retirement	
• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.
Late retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Pre-retirement death	
• Eligibility	3 years Vesting service

Schedule SB, Part V — Summary of Plan Provisions

• Benefit before normal retirement	Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment.
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• Benefit after normal retirement	None except as provided by the annuity form elected.
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Form of benefits

• Automatic form for unmarried participants	Life Annuity
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• Automatic form for married participants	Actuarially reduced 50% joint and survivor annuity
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• Optional forms	Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse
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• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Eight percent (8%) per annum, compounded annually.
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Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Pacific Scientific Company “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan with \$ per month per year of service minimum.
• Eligibility	Participants of the Pacific Scientific Company Plan as of December 31, 1998
• Employee contributions	Not applicable
• Vesting service	Same as Credited Service
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Maximum of (1) and (2), where, (2) 1.0% of average monthly compensation up to social security covered compensation times credited service, plus 1.5% of average monthly compensation in excess of social security covered compensation times credited service. (3) \$18.00 times credited service. Other formulas apply to members of Pension Plan for Employees of HTL Industries, Inc. or the Sigma Instruments Retirement Plan.

Normal retirement

• Eligibility	Age 65 and five years of service.
• Benefit	Accrued benefit

Early retirement

• Eligibility	Eligibility is age 55 and 15 years of service.
• Benefit	Accrued benefit reduced 4.8% for each year benefit commencement precedes age 65, unreduced for employees age 62 with 30 years of Vesting service.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

Deferred vested

• Eligibility	3 years of Vesting service.
• Benefit	Deferred normal retirement benefit calculated using credited service and average monthly compensation at termination. An actuarially reduced benefit is available at age 55 if the employee terminated with 15 years of service.

Disability

• Eligibility	10 years of Vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

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| • Benefit | Disabled participants continue to accrue vesting and credited service during disability up to their normal retirement date or, if eligible for early retirement, until they begin receiving payments. The benefit amount is the normal retirement benefit calculated using total credited service to benefit commencement date and average monthly compensation at the date of disability, subject to reductions for early commencement. |
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Pre-retirement death

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| • Benefit | The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date. |
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Form of benefits

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- | | |
|---|--|
| • Automatic form for unmarried participants | Life Annuity |
| • Automatic form for married participants | 50% joint & survivor annuity actuarially reduced. |
| • Optional forms | <ul style="list-style-type: none"> • 100%, 75% or 50%, Joint and Survivor Annuity • 10 years Certain Annuity • Level Income option • A participant of the pension plan for employees of HTL Industries, Inc. also can receive a 25% Joint and Survivor Annuity |
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Miscellaneous

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| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**Pall Corporation Cash Balance Pension Plan**

Effective date and plan year	Original plan: July 31, 1963 Restated plan: January 1, 2011 Plan year: January 1 through December 31				
Status of the plan	Plan was frozen as of December 31, 2015.				
Significant events that occurred during the year	None				
Definitions					
• Year of Service	For Plan Years beginning prior to August 1, 2011, any Plan Year in which an employee is credited with 1,000 or more Hours of Service. For Plan Years beginning on or after August 1, 2011, Years of Service shall be credited in accordance with the “elapsed time method” of crediting service. Years of Service has been frozen.				
• Hour of Service	Any hour of service for which an employee is directly or indirectly compensated.				
• Eligibility	All employees who were members of the Plan in effect on July 31, 1999, shall continue as members. Former employees of Gelman, acquired on February 3, 1997, entered the Plan on August 1, 1998. Former employees of FSG, acquired in April 2002, entered the plan on August 1, 2003. All other employees (excluding those who are members of a collective bargaining unit unless and until it is agreed to include such unit in the Plan, and those who are eligible to participate in any other pension plan maintained by the Company), are eligible for membership in the Plan on the first day of any Plan Year if they have completed 6 months of service and attained age 20-1/2 during the previous Plan Year. Effective December 31, 2015, the plan is closed to new participants as a result of the plan freeze.				
• Opening Account Balance	The lump sum, actuarially equivalent value of the benefit payable at age 65 under the Plan as of July 31, 1999, determined as of August 1, 1999, using an interest rate of 6.50% and the 1983 Group Annuity Unisex Mortality Table.				
• Eligible Compensation	The total compensation received by a member for a Plan Year including overtime pay and bonuses.				
• Compensation Credits	Compensation Credits are added to the Cash Balance Account on the last day of the Plan Year, or at the end of the month immediately following a Participant’s termination of service, if earlier. A member’s compensation credit for a plan year is obtained by multiplying eligible compensation by the percentage indicated in the table below. The percentage is determined by “points”, as shown in the table below, which are equal to the sum of age and years of service as of the first day of each plan year.				
<table> <tr> <th>If “points” (age + years of service) equal:</th><th>Compensation Credit Percentage</th></tr> <tr> <td>Less than 45</td><td>2.5%</td></tr> </table>		If “points” (age + years of service) equal:	Compensation Credit Percentage	Less than 45	2.5%
If “points” (age + years of service) equal:	Compensation Credit Percentage				
Less than 45	2.5%				

Schedule SB, Part V — Summary of Plan Provisions

45 – 54	3.0%
55 – 64	4.0%
65 or more	5.0%

A participant who is at least age 50 with 10 years of service on August 1, 1999, is entitled to an additional compensation credit of two percent (2%) for each Plan Year beginning on or after August 1, 1999, that the participant remains an employee.

For Plan Years beginning prior to August 1, 2011, a participant who does not complete 1,000 Hours of Service in any Plan Year shall not receive a compensation credit for such Plan Year.

For Plan Years beginning on or after August 1, 2011, the requirement that a member complete at least 1,000 hours of service in any Plan Year to receive a Compensation Credit is eliminated.

Effective December 31, 2015, no participant will receive a Compensation Credit under the plan as a result of the plan freeze.

• Interest Credits	Interest Credits are added to the Cash Balance Account on the last day of each Plan Year based on the average of the constant maturity one-year Treasury Bill rate for the month of June immediately preceding the Plan Year in which the Account is to be credited, with a minimum rate of 1.68%. In addition, interest on one-half of the Compensation Credits earned during the plan year is added to the account balance. Interest Credits will continue to be added to the account balance until distribution.
• Vesting	<p>In the event of termination of employment other than by death or retirement, a member who has completed 3 or more Years of Service will be eligible to receive his accrued pension commencing on his normal retirement date or, if he so elects, at any time after his 55th birthday in which case the pension shall be reduced in the same manner as for early retirement.</p> <p>Vesting service for former employees of Gelman are determined as of the later of February 3, 1997, or date of hire.</p> <p>Any Member who is actively employed as of December 31, 2015 will be vested under the plan.</p>

Cash Balance Benefit

• Eligibility	Three or more years of vesting service.
• Benefit	<p>Cash Balance Account as a lump sum or converted to an annuity as of benefit commencement date based on Compensation Credits through December 31, 2015 and Interest Credits through benefit commencement date. The annuity is determined by converting the Cash Balance Account to the Actuarial Equivalent monthly retirement benefit payable in the form of a single life annuity.</p> <p>The Actuarial Equivalent conversion factor is computed using segmented high quality corporate bond rates and the mortality required by Internal Revenue Code Section 417(e), as updated by the Pension Protection Act of 2006 (PPA).</p>

Schedule SB, Part V — Summary of Plan Provisions

The annuity benefit may commence on the first day of any month following termination of employment. The Cash Balance annuity benefit is reduced for immediate distribution based on the Plan's actuarial equivalence at the time of distribution.

• Minimum Benefit	The July 31, 1999 accrued benefit.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Years
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Disability	
• Eligibility	All participants who terminate employment by reason of disability as defined by the Social Security Administration – immediate vesting upon disability.
• Benefit	<p>An annuity payable for life determined by projecting the Cash Balance Account as of the date of disability with Interest Credits (not Compensation Credits) through the participant's Normal Retirement Date, with the Interest Credits for any future Plan Year based on the Interest Crediting rate in effect for the Plan Year in which the disability occurs.</p> <p>The projected Cash Balance Account is then converted to an Actuarial Equivalent single life annuity benefit payable for the participant's life.</p> <p>This benefit is paid to the disabled participant beginning on the first day of the month coincident with or immediately following the participant's disability until his Normal Retirement Date, or until he is no longer disabled, if earlier.</p>
Pre-retirement death	
• Eligibility	All participants, immediate vesting upon death.
• Benefit	For single participants and non-spouse beneficiaries, the Cash Balance Account payable as a lump sum distribution. For married participants, the Cash Balance Account payable as a lump sum distribution, the Cash Balance Account converted to a single life annuity of actuarial equivalence or the survivor annuity payable to a spouse at least equal to the amount of the qualified preretirement survivor annuity as defined in Internal Revenue Code Section 417(c).
Form of benefits	
• Automatic form for unmarried participants	Life Annuity

Schedule SB, Part V — Summary of Plan Provisions

• Automatic form for married participants	50% Joint and Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • Single lump sum distribution • Joint and seventy-five percent (75%) survivor annuity • Joint and fifty percent (50%) survivor annuity • 5 year certain and life annuity • 10 year certain and life annuity <p>If a participant elects to commence distribution prior to becoming eligible for early or normal retirement, only the normal forms of payment and a lump sum distribution are available. The lump sum distribution is equal to the participant's account balance at his benefit commencement date.</p>
• Optional form conversion factors	<p>Mortality:</p> <p>1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age.</p> <p>Interest rate:</p> <p>Five percent (5%) per annum, compounded annually.</p>
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees**

Effective date and plan year	Original Plan: January 1, 1962 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2017.
Significant events that occurred during the year	None
Definitions	
• Eligibility	<p>All employees who were members of the Plan in effect on December 31, 1975, shall continue as members.</p> <p>All other employees who are members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, A.F.L. - C.I.O., Local 1326 are eligible upon the completion of 60 days of service.</p> <p>Effective December 31, 2017, the plan is closed to new participants as a result of the plan freeze.</p>
• Credit Years	<p>The sum of (i), (ii) and (iii) below:</p> <p>(i) Service prior to January 1, 1962 - one Credit Year for each continuous period of employment with the Company during each plan year prior to January 1, 1962, computed to the nearest 1/10 of a year.</p> <p>(ii) Service after December 31, 1961, and prior to January 1, 1976 - one Credit Year for each Plan Year beginning December 31, 1961, and ending January 1, 1976, during which a member was compensated for 1700 or more hours. If he was compensated for less than 1700 hours in any Plan Year, he is credited with a fraction of a credit year determined by dividing the number of hours compensated by 1700 and rounding to the nearest one-tenth.</p> <p>(iii) Credit years after December 31, 1975 - one Credit Year for each Plan Year beginning January 1, 1976 that a member is compensated for 1700 or more hours. If he is compensated for less than 1700 hours in the Plan Year, he is credited with a fraction of a year determined by dividing the number of hours compensated by 1700 and rounding to the next higher one-tenth.</p> <p>Credit Years has been frozen.</p>
• Vesting	<p>One Vesting Year for each Plan Year in which a member is credited with 1000 hours of service. (A member shall be credited with one Vesting Year for the Plan Year from January 1, 1977, to July 31, 1977, if he is credited with 1,000 or more hours of service during the period from January 1, 1977, through December 31, 1977.)</p> <p>In the event of termination of employment other than by death or retirement, a member who has earned 5 or more Vesting Years will be eligible to receive his accrued pension commencing on his normal retirement date.</p> <p>Any Member who is actively employed as of December 31, 2017 will be vested under the plan.</p>

Schedule SB, Part V — Summary of Plan Provisions**Normal retirement**

- Eligibility Attainment of age 65.
- Benefit Effective October 1, 2016, the amount of monthly benefits payable to a member is equal to \$48.00 times the number of his Credit Years.

During the period of October 1, 2017, through December 31, 2017 the amount of monthly benefits payable to a member is equal to \$60.00 times the number of his Credit Years.

Effective December 31, 2017, the accrued monthly retirement benefit has been frozen.

Early retirement

- Eligibility Attainment of age 60 and 5 years of Vesting Years
- Benefit Accrued normal retirement benefit reduced from age at normal retirement date as follows:

Age at Retirement	Reduction
65	0%
64	8.7%
63	16.4%
62	23.3%
61	29.4%
60	34.9%

Late retirement

- Eligibility The first day of any month after age 65 following the date the member terminates employment.
- Benefit Accrued Normal Retirement benefit based on Credit Years to date of retirement.

Disability

- Eligibility Attainment of 15 years of Vesting Years and totally and permanently disabled
- Benefit Accrued Normal Retirement benefit based on Credit Years to date of disability retirement.

Pre-retirement death

- Eligibility Attainment of 5 years of Vesting Years
- Benefit Surviving spouse is entitled to a monthly benefit equal to 1/2 of the reduced pension the member would have received had he retired on the date of his death under a joint and 50% survivorship option.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint and Survivor Annuity actuarially reduced
- Optional forms 75% or 50%, Joint and Survivor Annuity

Schedule SB, Part V — Summary of Plan Provisions

• Optional form conversion factors	Mortality: 1984 Unisex Pensioner’s Mortality Table with a four (4)-year setback in age. Interest rate: Five percent (5%) per annum, compounded annually.
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Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at this time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Siemens Healthcare Diagnostics, Inc. Cash Balance Plan**

Effective date and plan year	Original plan: January 1, 1995 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Effective January 1, 2011, all benefits accrued under the Plan were frozen for legacy SHD Cash Balance participants.
Significant events that occurred during the year	None
Definitions	
• Covered employees	Participants in the Baxter International Inc. and Subsidiary Pension Plan as of December 19, 1994 remained as participants in the Dade International Inc. Pension Plan. Participants in the Dade International Inc. Pension Plan as of November 6, 2007 remained as participants in the Siemens Healthcare Diagnostics Inc. Cash Balance Plan. Any employee of Siemens Healthcare Diagnostics Inc. that was not participating in the plan prior to November 6, 2007 is excluded from participation in the plan.
• Participation	First of month following one Year of Service.
• Year of service	Each plan year in which an employee earns 1,000 hours of service. Transferred participants from DuPont are credited with Years of Service under the DuPont Pension and Retirement Plan. Behring employees receive service from hire.
• Vesting service	Equals Years of service
• Credited service	Includes Years of service earned subsequent to participation in the Plan. Credited Service for Regular DuPont-transferred participants will only include Years of service after May 7, 1996. Behring employees receive service from hire.
• Pensionable earnings	Eligible compensation includes salary or regular pay, commission pay, bonuses, before-tax 401(k) contributions and flexible benefit plan contributions. Compensation excludes relocation expenses, education expenses, travel expenses, severance pay, business expenses, imputed income and interest on deferred bonus. Compensation shall not exceed the limit described in IRC Section 401(a)(17).
• Points	The sum of the number of full years of attained age and the number of full years of Vesting service. Vesting service used to determine Points for Regular DuPont Transferred Participants includes Years of service on or after May 7, 1996.
• Immediate cash balance annuity	Cash balance account divided by an immediate annuity factor based on age as of the commencement date, payable as a single life annuity.
• Deferred cash balance annuity	Cash balance account projected to age 65 using the most recent interest crediting rate divided by an age 65 immediate annuity factor, payable as a single life annuity.
• Cash balance account balance	The account is increased quarterly with Pay and Interest credits.

Schedule SB, Part V — Summary of Plan Provisions

Interest credits based on the 12-month average of Ten-Year Treasury Constant Maturities at the end of each quarter. The 12-month average is subject to a minimum of 5% and maximum of 10% per annum.

Pay credits based on Points as of the last day of the immediately preceding Plan year as follows:

Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation
< 35	4.00%
35 – 44	5.00%
45 – 54	6.00%
55 – 64	7.00%
65 – 74	8.00%
75 – 84	9.00%
85 +	10.00%

Normal retirement

- Eligibility Later of age 65 or completion of three years of Vesting service.
- Benefit Cash balance account balance payable as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Early retirement

- Eligibility Completion of five years of Vesting service or accumulation of 65 Points.
- Benefit Cash balance account balance payable as a lump sum or actuarially equivalent Deferred cash balance annuity payable upon retirement.

Deferred Vested

- Eligibility 100% vested with three years of Vesting service.
- Benefit Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Pre-retirement death

- Eligibility 100% vested with five years of Vesting service.
- Benefit Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants Joint and 50% survivor annuity
- Optional forms Joint and 50% survivor annuity, Joint and 66 2/3% survivor annuity, 120-month certain and life annuity, and lump sum

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Lump sums</p> <p>IRC Section 417(e) mortality table for applicable year and interest based on 3-segment yield curve.</p>
	<p>All other forms of payment</p> <p>10.00% interest and 1971 Group Annuity Mortality Table, weighted 75% male.</p>

<p>Miscellaneous</p>	
<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>

Schedule SB, Part V — Summary of Plan Provisions**Sybron Kerr Union Plan**

Effective date and plan year	Original plan: January 1, 1969 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None

Definitions

• Plan name	Sybron Dental Specialties, Inc. Kerr UAW Union Retirement Plan
• Type of plan	\$ per month per year of service
• Eligibility	All employees become participants on their date of employment. For purposes for this Plan, employees include only those persons who are members of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW), or West Side Local 174. Individuals accruing benefits under another Pension Plan or Profit Sharing Plan sponsored by the company, however, are excluded from accruing benefits under this Plan. Effective December 31, 2008, the plan was frozen to new entrants.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. Credited Service was frozen effective December 31, 2008.
• Accrued benefit	Monthly benefit payable as a single life annuity equal to \$26 multiplied by the number of months of Benefit Service.

Normal retirement

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction is 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).
Disability	
• Eligibility	A participant with 10 or more years of Vesting Service who becomes totally and permanently disabled during employment is entitled.
• Benefit	Unreduced accrued benefit payable at their disability retirement date.
Pre-retirement death	
• Benefit	<ul style="list-style-type: none"> Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 60% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. Spouses of active participants who die before reaching age 55 but after earning 10 years of Vesting Service are eligible to receive a deferred life annuity equal to 60% of the participant's accrued benefit, reduced to reflect an assumed election of the 60% joint and survivor option, beginning on or after the deceased participant's earliest retirement date. This benefit is reduced for payment before the participant's normal retirement date. Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 60% of the accrued benefit, reduced in the same manner as (b) above. Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 60% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).
• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service or was determined to be totally and permanently disabled after age 60 will be entitled to a lump sum death benefit of \$7,000.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	<ul style="list-style-type: none"> Level Income option

Schedule SB, Part V — Summary of Plan Provisions

	<ul style="list-style-type: none">Contingent Annuitant Option with 60% or 66-2/3%. Reduction for the 60% joint and survivor benefit is 90% of the single life annuity reduced/(increased) by ½% for each full year in excess of five/(zero) that the spouse is younger/(older) than the participant.
<ul style="list-style-type: none">Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Sybron Retirement Security Plan**

Effective date and plan year	Original plan: January 1, 2001 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment

Status of the plan	Plan was frozen as of December 31, 2006.
Significant events that occurred during the year	None

Definitions

• Plan name	Sybron Dental Specialties, Inc. Retirement Security Plan
• Type of plan	Average pay plan
• Eligibility	Any employees who on January 1, 2001 had not retired from employment with the Company and who was an active participant in the Sybron Retirement Security Plan as in effect December 31, 2000, shall continue as a participant under this plan. All other employees shall become participants as of the latest of (a) January 1, 2001, (b) their date of employment in a participating segment, or (c) the date their employer becomes a participating segment.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility to participate in the plan and eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	<p>Equal to the sum of (a) and (b):</p> <p>(b) Accrued benefit as of December 31, 2000 under the terms of the Sybron Retirement Security Plan</p> <p>(c) For each year of benefit service on or after January 1, 2001: the sum of (i), (ii) and (iii) where:</p> <p>(i) For each year of benefit service up to thirty-five years: 1.05% of annual compensation up to the Social Security Covered Compensation,</p> <p>(ii) For each year of benefit service up to thirty-five years: 1.50% of annual compensation above the Social Security Covered Compensation</p> <p>(iii) For each year of benefit service in excess of thirty-five years: 1.40% of annual compensation.</p> <p>At December 31, 2006, a transition benefit was granted to those active participants who were at least age 50. The transition benefit is equal to 2.5% of annual compensation for the 2006 plan year. This benefit is not payable until Normal Retirement Date</p>

Schedule SB, Part V — Summary of Plan Provisions**Normal retirement**

• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit

Early retirement

• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.

Deferred vested

• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).

Disability

• Eligibility	10 or more years of Vesting service and totally and permanently disabled during employment
• Benefit	Unreduced accrued benefit payable at disability retirement date

Pre-retirement death

• Benefit	<ul style="list-style-type: none"> Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 50% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. The surviving spouse of an active participant who dies before reaching age fifty-five (55) but after earning ten (10) years of Vesting Service is eligible to receive a deferred life annuity equal to 50% of the participant's accrued benefit, beginning on the deceased participant's earliest retirement date. The benefit is not reduced for payment beginning before the deceased participant's normal retirement date. This benefit is reduced by ½% for each full year that the surviving spouse is younger than the deceased participant or increased by ½% for each full year the surviving spouse is older than the deceased participant. Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 50% of the accrued benefit, reduced in the same manner as (b) above.
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Schedule SB, Part V — Summary of Plan Provisions

- Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 50% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).

• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service will be entitled to a lump sum death benefit of \$5,000.
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Form of benefits

• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse 10 year certain and life annuity. Reduction for the 50% joint and survivor benefit is 87.5% of the single life annuity reduced/(increased) by ½% for each full year the spouse is younger/(older) than the participant.
• Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Schedule SB, Part V — Summary of Plan Provisions**Tektronix Cash Balance Plan**

Effective date and plan year	Original plan: December 1, 1974 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None

Definitions

• Type of plan	Cash balance plan
• Eligibility / Participation	Eligible employees become participants on January 1 following their date of hire. Leased contract and temporary employees not on the Tektronix payroll are excluded from the plan. Also excluded from the plan are employees covered by a collective bargaining agreement that excludes participation in the plan, employees that receive compensatory pay in lieu of retirement benefits. Effective January 1, 1998, the Tektronix Pension Plan and Grass Valley Pension Plan were merged to create the Tektronix Cash Balance Plan. Effective August 1, 2004, the plan was closed to new hires.
• Employee contributions	Not applicable.
• Earnings	Actual Base Pay earned and paid each month - same as 401(k) plan definition of pay. Reimbursement, fringe benefits, moving expenses, premium part of overtime pay, shift differential, bonuses, incentive pay, results sharing plan awards, severance or disability pay, salary continuation, other deferred compensation amounts and welfare benefits are excluded.
• Integration level	The integration level for the Cash Balance Plan pay credits is the Social Security Taxable Wage Base in effect for the Plan Year.
• Service	After 1/1/98, the elapsed time method is used.
• Initial account balance	An initial account was established for participants who were active employees on December 31, 1997.
• Pay credits	For active employees as of 12/31/97; 4.5% of Earnings plus 4.5% of Earnings in excess of the Social Security Taxable Wage Base. For employees hired or rehired after 12/31/97, 3.5% of Earnings plus 3.5% of Earnings in excess of the Social Security Taxable Wage Base. Effective December 31, 2008, ongoing pay credits ceased. Active participants at the time of the freeze received a one time enhancement of five times the value of the pay credit based on their 2008 compensation, payable not before the Normal Retirement Date.
• Interest credits	Nominal rate based on the One-Year Treasury Constant Maturity plus $\frac{1}{2}$ of 1%, rounded up to the next highest quarter percent. Interest is credited to the Cash Balance Account monthly (1/12 of the nominal rate) with Pay Credits earned during the month weighted by one-half.
• Cash balance account	Equals the sum of the Initial Account Balance, Pay Credits and Interest Credits.

Schedule SB, Part V — Summary of Plan Provisions

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- **Accrued benefit** Greater of the participant's accrued benefit at 12/31/97 and their Cash Balance Account with interest to Normal Retirement Date, converted to a monthly annuity at Normal Retirement Age using GATT assumptions.
-

Normal retirement

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- **Eligibility** First of month coincident with or next following the attainment of age 65.
 - **Benefit** Payable at Normal Retirement Date:
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of the participant's 12/31/97 accrued benefit using GATT assumptions, and
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) participant's 12/31/97 accrued benefit
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
-

Early retirement

-
- **Eligibility** The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
 - **Benefit – Participant separates (vested) from service before age 55**
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of 12/31/97 accrued benefit using GATT assumptions,
 - (ii) Cash Balance Account.
 - (b) Annuity (benefits commence before age 55): Greater of (i) and (ii):
 - (i) Accrued benefit reduced for early commencement using GATT assumptions,
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
 - (c) Annuity (benefits commence after age 55): Greater of (i) and (ii):
 - (i) Accrued benefit reduced for early retirement using the early retirement factors from the plans in effect at 12/31/97
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
 - **Benefit – Participant separates (vested) from service after age 55**
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of 12/31/97 accrued benefit using GATT assumptions,
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) Accrued benefit, reduced for early commencement using the early retirement factors from the plans in effect at 12/31/97,
 - (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age); multiplied by the applicable Transition Group Factor.

The Transition Group Factors only apply to employees who terminate employment after reaching age 55 who were at least age 40 and 100% vested as of 12/31/97; or had 15 years of eligibility service as of 12/31/97.

Schedule SB, Part V — Summary of Plan Provisions

Transition Group Factors are based on age and service at retirement, as described below.

- Transition factors

Active employees at January 1, 1998 that were 40 or older with 5 or more years of service are eligible for transition factors if they retire after age 55. Sample factors are listed below:

Age at Retirement	Service at Retirement				
	<15	20	25	30	35
55	1.10	1.43	1.81	2.19	2.35
56	1.10	1.39	1.74	2.10	2.17
57	1.10	1.34	1.67	2.00	2.00
58	1.10	1.29	1.59	1.84	1.84
59	1.10	1.25	1.52	1.69	1.69
60	1.10	1.20	1.45	1.55	1.55
61	1.10	1.17	1.37	1.42	1.42
62	1.10	1.14	1.30	1.30	1.30
63	1.10	1.10	1.19	1.19	1.19
64	1.05	1.05	1.09	1.09	1.09
65	1.00	1.00	1.00	1.00	1.00

Deferred vested

- Eligibility 100% vested at the earlier of 3 years of service using the elapsed time method and Normal Retirement Date.

- Benefit Accrued benefit

Disability Not applicable

Pre-retirement death

- Benefit
 - (a) Lump Sum: Greater of (i) and (ii):
 - (i) Present value of the 50% survivor benefit related to the 12/31/97 accrued benefit,
 - (ii) Cash Balance Account.
 - (b) Annuity: Greater of (i) and (ii):
 - (i) 50% of the 12/31/97 accrued benefit converted to a 50% joint and survivor annuity and reduced for early commencement.
 - (ii) Cash Balance Account converted to a monthly annuity using the beneficiary's age, GATT assumptions.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
<ul style="list-style-type: none">Optional forms	<ul style="list-style-type: none">Lump SumSingle Life AnnuityJoint & Survivor Annuity (50%, 66 2/3%, 75% or 100%)Single Life Refund Annuity
<ul style="list-style-type: none">Optional form conversion factors	Optional forms are actuarially equivalent to the Single Life Annuity GATT basis for Lump Sums and Refund Annuity, three-month lookback period, rates change monthly. “Plan factors” for Joint & Survivor Options.
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Terryville “Component” Plan**

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Plan was frozen as of December 31, 1995.
Significant events that occurred during the year	None

Definitions

• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not applicable.
• Vesting service	From date of hire
• Credited service	From latter of eligibility date and cutoff date (January 1, 1954). Credited Service has been frozen. Accrued benefit information was provided by the plan sponsor.
• Accrued benefit	\$13 (effective January 1, 1990) times credited service up to a maximum of 35 years.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of vesting service
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60

Deferred vested

• Eligibility	3 years of vesting service
• Benefit	Accrued benefit, if vested as of severance from service date, payable at Normal Retirement Date.

Disability

• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon the attainment of age 55 and 5 years of Vesting service.

Pre-retirement death

• Eligibility	3 years vesting service
• Benefit	Effective 1/1/85, a pension equal to 50% of the benefit accrued to the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the employee's death and what would have been the employee's Early retirement Date.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

- | | |
|---|--|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity |
| • Optional forms | <ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option |
| • Optional form conversion factors | <p>Mortality:
1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.</p> <p>Interest rate:
Seven and one-half percent (7-1/2%) per annum, compounded annually.</p> |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Thomson Floor “Component” Plan**

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None

Definitions

• Type of plan	Average Pay Plan
• Eligibility	Employees subject to a collective bargaining agreement at Thomson Industries who were either 1) hired prior to June 1, 1973 or 2) were hired between June 1, 1973 and December 31, 1976 and were born prior to June 1, 1933.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	(a) reduced by (b) below: (a) 1% of the first \$13,200 of Earnings plus 1.25% of Earnings in excess of \$13,200 for each Plan Year after December 31, 1988. (b) The benefit that can be purchased with employer contributions plus investment earnings to the defined contribution plan.

Normal retirement

• Benefit	Accrued benefit
-----------	-----------------

Early retirement

• Eligibility	The Participant has completed at least ten (10) years of Vesting Service and has attained age fifty-five (55).
• Benefit	The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account.

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

• Eligibility	3 years of Vesting service
• Benefit	The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account.

Disability

• Eligibility	Totally and permanently disabled
• Benefit	The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date.

Pre-retirement death

• Benefit	The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account.
-----------	--

Form of benefits

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
--------------------	--

Schedule SB, Part V — Summary of Plan Provisions**Thomson Retirement Security “Component” Plan**

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	
Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

• Type of plan	Average pay plan
• Eligibility	All employees not subject to a collective bargaining agreement hired prior to January 1, 1991, in addition to all employees of Thomson Micron LLC not subject to a collective bargaining agreement.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment (after age 21 with one year of service for Micron) to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. Credited Service is not granted in the Security Plan after December 31, 1990, except for employees of Thomson Micron LLC.
• Accrued benefit	<p>Excluding employees of Thomson Micron LLC: The sum of (a) and (b) reduced by (c):</p> <p>(a) <u>For Credited Service Prior to January 1, 1984</u>: 1% of the first \$13,200 of Average Earnings plus 1.5% of Average Earnings plus in excess of \$13,200 times years of Credited Service prior to January 1, 1984. Years of Credited Service are measured to the earlier of age 65 or December 31, 1983.</p> <p>(b) <u>For Credited Service Subsequent to December 31, 1983 and Prior to January 1, 1991</u>: 1% of the first \$13,200 of Earnings plus 1.25% of Earnings in excess of \$13,200 for each year of Credited Service after December 31, 1983.</p> <p>(c) The purchased annuity as of July 1, 1985.</p> <p>Employees of Thomson Micron LLC: (a) but not less than (b):</p> <p>(a) Annuity that is actuarially equivalent to the participant's Cash Balance Account.</p> <p>(b) For employees who were participants on May 31, 1997, the accrued benefit as of May 31, 1997 under the Micron Plan</p>

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit

Schedule SB, Part V — Summary of Plan Provisions**Early retirement**

- | | |
|---------------|--|
| • Eligibility | Attainment of age 55 and 10 years of service |
| • Benefit | The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account. |

Deferred vested

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service |
| • Benefit | The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account. |

Disability

- | | |
|-----------|--|
| • Benefit | The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date. |
|-----------|--|

Pre-retirement death

- | | |
|-----------|--|
| • Benefit | The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account. |
|-----------|--|

Form of benefits

- | | |
|---|--|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only) |

Schedule SB, Part V — Summary of Plan Provisions

<ul style="list-style-type: none">Optional form conversion factors	<p>Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary.</p> <p>Interest rate: Six percent (6%) per annum, compounded annually.</p> <p>Employees of Thomson Micron LLC:</p> <p>Mortality: 1984 Unisex Pensioners Mortality Table</p> <p>Interest rate: Immediate annuity interest assumption used by the PBGC for the calculation of lump sum distributions as of the first day of the plan year.</p>
Miscellaneous	
<ul style="list-style-type: none">Maximum benefits	<p>Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.</p>

Schedule SB, Part V — Summary of Plan Provisions**Videojet Plan**

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2002.
Significant events that occurred during the year	None

Definitions

• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1 or July 1 on or after age 21 and completion of one year (12 months) of service.
• Employee contributions	Not applicable
• Vesting service	Each plan year with 1,000 Hours of service
• Credited service	Credited Service was frozen as of December 31, 2002.
• Accrued benefit	1.25% of Average earnings (last 5 years) times service plus 0.55% of average earnings above the Social Security Covered Compensation, multiplied by years of service (maximum 35 years), but not less than \$180 per year of service.

Normal retirement

• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit

Early retirement

• Eligibility	Attainment of age 55 and 10 years of service
• Benefit	Accrued Benefit reduced from age at normal retirement date as follows:

Age	Base Benefit Reduction Factor	Excess Benefit Reduction Factor
65	0%	0%
64	3%	3%
63	6%	6%
62	9%	10%
61	12%	16%
60	15%	22%
59	21%	28%
58	27%	34%
57	33%	40%
56	39%	46%
55	45%	52%

Late retirement

• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

Schedule SB, Part V — Summary of Plan Provisions**Deferred vested**

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service |
| • Benefit | Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Benefit |

Disability

- | | |
|---------------|--|
| • Eligibility | As a result of injury or disease, the Participant is unable to engage in the material and substantial duties of his occupation during the first two (2) years of disability. |
| • Benefit | Accrued Benefit as of Disability Retirement Date, payable immediately. |

Pre-retirement death

- | | |
|---------------|--|
| • Eligibility | 3 years of vesting service |
| • Benefit | 50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced. |

Form of benefits

- | | |
|---|---|
| • Automatic form for unmarried participants | Life annuity |
| • Automatic form for married participants | 50% Joint & Survivor Annuity actuarially reduced |
| • Optional forms | <ul style="list-style-type: none"> • 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five years certain annuity (also 10 years for Itek) • Level Income option |
| • Optional form conversion factors | Mortality:
1971 Group Annuity Mortality Table, with male annuity factors weighted eighty percent (80%) and female annuity factors weighted twenty percent (20%).
Interest rate:
Six percent (6%) per annum, compounded annually. |

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
|--------------------|--|

Schedule SB, Part V — Summary of Plan Provisions**Walworth “Components” Plan**

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$15 (effective January 1, 1989) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date.
Pre-retirement death	
• Eligibility	3 years of vesting service.
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Schedule SB, Part V — Summary of Plan Provisions**Form of benefits**

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	<ul style="list-style-type: none"> • 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
--------------------	--

Benefits Included or Excluded

Unless noted above, all benefits provided by the plan, as restated effective January 1, 2020, and amended through Amendment #2, are included in this valuation.

- **Most recent plan amendments included:** Amendment #2.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Schedule SB, Part V — Summary of Plan Provisions**Plan Provisions Specific to Funding****Additional Benefits Included or Excluded**

- **IRC Section 436 benefit restrictions:**

- *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
- *Plan amendments:* See above.
- *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.
- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. The target normal cost does not reflect any limitation on benefit accruals.

- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.

- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

None

Schedule SB, line 24 — Change in Actuarial Assumptions

- Interest discount rates were updated from 2022 to 2023 based on the plan sponsor's election to switch from segment rates with a four-month lookback period to the full yield curve.
- Cash balance interest crediting rate was changed from 2.90% to 3.50% (for non-Tektronix), from 2.75% to 4.00% (for Tektronix), and from 5.10% to 5.15% (for Siemens) for current year.
- Annuity conversion interest basis changed from 2.90% to 3.50%.
- Expected administrative expenses were decreased from \$7,900,000 to \$7,700,000.
- The expected investment return for funding was changed from 5.80% for 2022 to 6.60% for 2023.

Schedule SB, line 25 — Change in Method

Beginning with the 2023 valuation, the interest rate basis used to determine the target liability and target normal cost was changed from the segment yield curve with 4-month look-back to the full yield curve. Under Code section 430, this change in method was subject to automatic IRS approval.

Schedule SB, line 26 a) — Schedule of Active Participant Data**Distribution of active participants as of January 1, 2023**

Attained age	Years of vesting service ¹										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29			2								2
30–34			16	23							39
				2,831							
35–39			26	48	33						107
			1,194	5,267	9,457						
40–44			31	42	147	68	7				295
			2,811	6,653	11,699	13,407					
45–49			27	46	127	153	62	1			416
			2,827	8,685	16,601	22,309	23,792				
50–54			38	51	149	188	120	56	6		608
			3,571	12,772	16,089	23,635	32,467	48,575			
55–59			30	46	129	216	146	157	60	5	789
			4,310	12,712	20,102	18,367	34,040	59,368	56,266		
60–64			25	38	129	157	122	107	96	62	736
			3,641	13,794	27,541	29,614	41,259	64,127	68,099	62,524	
65–69			12	14	38	55	44	46	36	57	302
					17,730	24,736	50,892	44,963	44,433	128,039	
70 & up			1	3	13	12	9	8	4	10	60
Total			208	311	765	849	510	375	202	134	3,354
											27,716

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account on January 1, 2023 for those participants who have a cash balance. Average cash balance is not shown for cells with fewer than 20 participants.

¹ Vesting service is based on the elapsed time from date of hire.

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

**Danaher Corporation & Subsidiaries Pension Plan
as of and for the Years Ended December 31, 2023 and 2022
with Report of Independent Auditors**

**DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
INDEX**

	Page
<u>REPORT OF INDEPENDENT AUDITORS</u>	<u>1</u>
AUDITED FINANCIAL STATEMENTS:	
<u>Statements of Net Assets Available for Benefits as of December 31, 2023 and 2022</u>	<u>5</u>
<u>Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2023 and 2022</u>	<u>6</u>
<u>Notes to Financial Statements as of and for the Years Ended December 31, 2023 and 2022</u>	<u>7</u>
SUPPLEMENTAL SCHEDULES:	
<u>Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year)</u>	<u>12</u>
<u>Form 5500, Schedule H, Line 4i – Schedule of Reportable Transactions (For the Year Ended December 31, 2023)</u>	<u>28</u>



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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 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”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2023, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information



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included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Ernst & Young LLP

September 27, 2024

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	2023	2022
ASSETS		
Cash	\$ 5,033,967	\$ 4,561,015
Investments, at fair value	1,877,628,993	1,838,539,109
Insurance contracts, at contract value	1,714,767	1,704,668
Collateral for securities loaned	27,055,068	40,420,373
Receivables:		
Trades receivable	—	1,521,708
Annuity premium refund receivable	1,611,746	—
Interest and dividend receivable	2,039,587	1,978,523
Taxes recoverable	1,372,646	1,148,704
Total receivables	5,023,979	4,648,935
Total assets	1,916,456,774	1,889,874,100
LIABILITIES		
Administrative expenses payable	1,301,342	1,457,935
Trades payable	3,429,655	—
Other liabilities	1,568,022	2,534,662
Collateral for securities loaned	27,055,068	40,420,373
Total liabilities	33,354,087	44,412,970
NET ASSETS AVAILABLE FOR BENEFITS	\$ 1,883,102,687	\$ 1,845,461,130

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
ADDITIONS		
Interest income	\$ 29,111,958	\$ 33,774,854
Net realized and unrealized appreciation in fair value of investments	209,984,147	—
Total additions	239,096,105	33,774,854
DEDUCTIONS		
Benefit payments	144,843,734	168,267,566
Purchase of annuity contracts	43,108,783	—
Administrative expenses	13,502,031	14,865,467
Net realized and unrealized depreciation in fair value of investments	—	332,540,922
Total deductions	201,454,548	515,673,955
NET INCREASE (DECREASE) IN ASSETS AVAILABLE FOR BENEFITS	37,641,557	(481,899,101)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	1,845,461,130	2,327,360,231
End of year	<u>\$ 1,883,102,687</u>	<u>\$ 1,845,461,130</u>

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2023 AND 2022

NOTE 1. DESCRIPTION OF THE PLAN

General

The Danaher Corporation & Subsidiaries Pension Plan (the "Plan") is a defined benefit plan established for eligible U.S.-based employees of Danaher Corporation and its subsidiaries (the "Company" or "Plan Sponsor"). The Plan was established by the Company and is administered through the trustee, Northern Trust Corporation ("Northern Trust" or the "Plan Administrator"). The description of the provisions of the Plan in these notes to the financial statements only covers general features that affect the Plan's financial operations. Participants must refer to the formal legal documents of the Plan and Summary Plan Description for a comprehensive statement of their benefit rights. The Plan includes both a defined benefit component and a cash balance (defined contribution) feature which are both fully frozen.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company. Expenses that are paid directly by the Company are excluded from these financial statements.

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

Management has evaluated subsequent events for the Plan through September 27, 2024, the date the financial statements were available to be issued.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and judgments that affect the reported amounts of assets, liabilities and changes therein, and the related disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plan by the Plan Sponsor are made, in part, based on the actuarial present value of accumulated plan benefits. Accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements.

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

Investments

The Plan's investments are recorded at fair value with the exception of insurance contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

The Plan has some investments that are valued using Net Asset Value ("NAV") as the practical expedient. In addition, some of the investments valued using NAV as the practical expedient have limits on their redemption to monthly, quarterly, semiannually or annually and require up to 90 days prior written notice. In certain cases, investments are subject to multi-year holding requirements. These investments valued using NAV consist of common/collective trusts, venture capital funds, partnerships, and other private investments, which allow the Plan to allocate investments across a broad array of types of funds and diversify the portfolio.

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

Insurance contracts issued by Empower Annuity Insurance Company ("Empower"), formerly Prudential Retirement Insurance and Annuity Company, are carried at contract value in accordance with GAAP. Contract value represents cost adjusted for interest credited and for amounts withdrawn to provide benefits. Interest credits are determined periodically by the insurer and are closely related to the average rate of interest earned by the insurer on its own portfolio. The interest rate used to determine the credits was 3.5% and 1.5% for 2023 and 2022, respectively. Because the Plan has, in the past, elected guaranteed payment of certain participants' retirement income, there is a restriction on withdrawal of assets from the insurance contracts. Only amounts in excess of the amount required for the insurer to guarantee future payment of the guaranteed payments, based on contract terms, the minimum funding liability, may be withdrawn.

The Plan engages in securities lending. Collateral required on U.S. securities is 102% of the market value of the securities lent, plus any accrued interest. Collateral required on non-U.S. securities is 105% of the market value of the securities, plus any accrued interest. Collateral generally consists of cash and equivalents. Non-cash collateral cannot be pledged or sold unless the borrower defaults. The fair value of securities on loan by the Plan was approximately \$26.2 million and \$39.3 million and the fair value of collateral was approximately \$27.1 million and \$40.4 million, respectively, at December 31, 2023 and 2022.

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held, collateral for securities loaned, trades payable and receivable and interest and dividends receivable held as of December 31, 2023 and 2022 and net realized and unrealized appreciation in fair value of investments and interest income for the year ended December 31, 2023 and net realized and unrealized depreciation in fair value of investments and interest income for the year ended December 31, 2022, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the custodians of the Plan's investments.

NOTE 3. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Plan funding requirements and the actuarial valuation of accumulated plan benefits were determined by the Plan's actuary. Accumulated plan benefits are those future periodic payments, including lump sum distributions, attributable under the Plan's provisions to the service that eligible employees have rendered to date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died and (c) present employees or their beneficiaries. Accumulated plan benefits also include the defined contribution (cash balance) portion of the Plan. For the defined benefit component of the Plan, benefits are determined based on the Plan's provisions depending on the specific historical plan which each employee participated in prior to their latest service date or the date their plan was frozen. Benefits payable under all circumstances, including retirement, death, disability and termination of employment, are included to the extent they are deemed attributable to employee service rendered to the valuation date. As benefits to be provided via annuity contracts are excluded from plan assets, they are also excluded from accumulated plan benefits.

The actuarial valuation method used by the Plan is the unit credit cost method. The significant actuarial assumptions used in the valuations as of December 31, 2022, were (a) assumed rate of return of 6.75%; (b) a schedule of anticipated retirement ages starting at age 55, with all participants retiring by age 70; (c) mortality rates came from the PRI-2012 separate employee and retiree tables with contingent survivor adjustments for existing survivors and no collar adjustments applied with future improvements using the MMP-2021 projection scale; and (d) various actuarial or experience tables of rates for disabled lives mortality, employment turnover and marital status. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2023. Had the valuations been performed as of December 31, 2022, there would be no material differences.

The actuarial present value of accumulated plan benefits as of December 31, 2022, was as follows:

Vested benefits:	
Participants receiving benefits	\$1,045,981,219
Active and termed participants with vested benefits	651,142,616
Total accumulated vested benefits	1,697,123,835
Active participants without vested rights	319,452
Total present value of accumulated plan benefits	<u>\$1,697,443,287</u>

The change in accumulated plan benefits for the year ended December 31, 2022, was as follows:

Actuarial present value of accumulated plan benefits at beginning of year	\$ 1,762,917,284
Increase (decrease) during the year attributable to:	
Actuarial losses	1,360,361
Increase for interest due to the decrease in the discount period	109,501,089
Change in actuarial assumptions	(8,067,881)
Benefits paid	(168,267,566)
Net decrease	(65,473,997)
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 1,697,443,287</u>

During 2023, the Company completed an annuity contract buyout of \$43.1 million. The actuarial present value of accumulated plan benefits at December 31, 2022 does not reflect the effect of the 2023 buyout.

There were no Company contributions required for 2023 or 2022 to meet minimum funding requirements by the Employee Retirement Income Security Act of 1974 ("ERISA").

NOTE 4. FAIR VALUE MEASUREMENTS

Accounting standards define fair value based on an exit price model, establish a framework for measuring fair value where the assets and liabilities are required to be carried at fair value and provide for certain disclosures related to the valuation methods used within a valuation hierarchy as established within the accounting standards. This hierarchy prioritizes the inputs into three broad levels as follows. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities. Level 2 inputs are quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets in markets that are not active, or other observable characteristics for the asset or liability, including interest rates, yield curves and credit risks, or inputs that are derived principally from, or corroborated by, observable market data through correlation. Level 3 inputs are unobservable inputs based on the Plan's assumptions. A financial asset's or liability's classification within the hierarchy is determined based on the lowest-level input that is significant to the fair value measurement in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value.

Common and preferred stock and mutual funds: Valued at the quoted closing price reported on the active market on which the individual securities are traded.

Government and corporate bonds: Valued at quoted prices reported by investment brokers and dealers based on the underlying terms of the security and comparison to similar securities traded on an active market.

Common collective trusts: Valued at NAV using the NAV based on the information provided by the asset fund managers, which reflects the Plan's share of the fair value of the net assets of the investment.

Venture capital, partnerships and other private investments: Valued using the NAV based on the information provided by the asset fund managers, which reflects the Plan's share of the fair value of the net assets of the investment. Depending on the nature of the assets, the underlying investments are valued using a combination of either discounted cash flows, earnings and market multiples, third-party appraisals or through reference to the quoted market prices of the underlying investments held by the venture, partnership or private entity where available. Valuation adjustments reflect changes in operating results, financial condition, or prospects of the applicable portfolio company.

Securities loaned: Valued using the approaches described above depending on the type of securities loaned.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2023:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	\$ 84,989,642	\$ —	\$ —	\$ 84,989,642
Common and preferred stock	394,796,553	—	—	394,796,553
Government and corporate bonds	—	60,522,028	—	60,522,028
Mutual funds	111,865,768	—	—	111,865,768
Securities loaned	14,969,652	11,231,398	—	26,201,050
	<u>\$ 606,621,615</u>	<u>\$ 71,753,426</u>	<u>\$ —</u>	<u>678,375,041</u>
Investments measured at NAV ¹ :				
Common/collective trusts				906,527,967
Venture capital, partnerships and other private investments ²				292,725,985
Total investments at fair value				<u>\$1,877,628,993</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2022:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	\$ 90,838,215	\$ —	\$ —	\$ 90,838,215
Common and preferred stock	356,082,222	—	—	356,082,222
Government and corporate bonds	—	52,318,293	—	52,318,293
Mutual funds	155,966,559	—	—	155,966,559
Securities loaned	23,183,963	16,114,472	—	39,298,435
	<u>\$ 626,070,959</u>	<u>\$ 68,432,765</u>	<u>\$ —</u>	<u>694,503,724</u>
Investments measured at NAV ¹ :				
Common/collective trusts				764,326,185
Venture capital, partnerships and other private investments ²				379,709,200
Total investments at fair value				<u>\$1,838,539,109</u>

¹ The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the total Plan assets.

² The Plan invests in various private equity funds designed to achieve long term capital appreciation. These assets cannot be redeemed by the investees and are only redeemed by underlying asset liquidation. Liquidation of the funds' underlying assets typically takes five years. Certain of these funds have unfunded commitments of \$17.1 million in the aggregate as of both December 31, 2023 and 2022.

The tables above do not include approximately \$1.7 million of insurance contracts reported at contract value as of both December 31, 2023 and 2022. Refer to Note 2 for additional information.

Gains and losses (realized and unrealized) included in changes in net assets for the years above are reported in net appreciation (depreciation) in fair value in the Statements of Changes in Net Assets Available for Benefits.

NOTE 5. TAX STATUS OF THE PLAN

The Plan has received a determination letter from the Internal Revenue Service ("IRS") dated April 14, 2021, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator believes that the Plan, as amended, is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting standards 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 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.

NOTE 6. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are held in units of common/collective trusts managed by the Northern Trust or held in insurance contracts issued by Empower. Northern Trust and Empower are both custodians as defined by the Plan and therefore, these qualify as party-in-interest transactions.

As of both December 31, 2023 and 2022, the Plan invested in 651,240 shares of Danaher Corporation common stock. During the years ended December 31, 2023 and 2022, the Plan received \$690,314 and \$625,190, respectively, of dividends on shares of Danaher Corporation common stock. In July 2024, the Company repurchased all of the Plan's investment in the Company's common stock for approximately \$173.1 million.

NOTE 7. PLAN TERMINATION AND PENSION BENEFIT INSURANCE

Although it has not expressed any intention to do so, the Plan Sponsor has the right to terminate the Plan subject to the provisions of ERISA. The Plan provides that if it is terminated, each participant's accrued benefit as of the date of termination shall become fully vested and non-forfeitable to the extent that the Plan has funds for the payment of that benefit. The assets of the Plan, less the expenses of liquidation, shall be used to pay benefits or to provide for the future payment of benefits in accordance with applicable law, as specified in the Plan.

The Plan is also insured by the PBGC in the event of Plan termination. The insurance provides protection for most vested benefits, subject to certain limitations.

Should the Plan terminate at some future time, the amount, if any, of a particular participant's benefits that will be paid will depend on the Plan's net assets, the priority of the participant's benefits as compared to the priority of the other participant's benefits and the type and level of benefits guaranteed by the PBGC at that time.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4i — SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2023

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
Insurance Contracts				
*	Empower Retirement Insurance & Annuity Company	GAC 0350	\$ 7,777	\$ 7,777
*	Empower Retirement Insurance & Annuity Company	GAC 3290	1,706,990	1,706,990
			<u>\$ 1,714,767</u>	<u>\$ 1,714,767</u>
Common/Collective Trusts				
	Artisan Mid Cap Institutional Class	2,201,474 units	\$ 29,323,628	\$ 51,844,702
✓	Collective Short Term Investment Fund	80,413,728 units	80,413,728	80,413,728
*	Northern Trust Collective All Country World Ex-US IMI Fund - Non Lending	1,162,701 units	129,721,088	231,657,792
*	Northern Trust Collective S&P 500 Index - Non Lending	26,287 units	123,622,698	476,667,863
	Wellington Trust Company Collective Investment Fund Emerging Markets	3,413,885 units	37,646,091	44,175,668
	Wellington Trust Company Collective Investment Fund ii Select Leaders Series 2	9,018,706 units	91,095,487	102,181,942
			<u>\$ 491,822,720</u>	<u>\$ 986,941,695</u>
Mutual funds				
	Doubleline Funds Trust Floating Rate Class I	339,480 units	\$ 3,312,994	\$ 3,065,503
	Doubleline Funds Trust Global Bond Fund Class I	146,787 units	1,515,010	1,263,832
	DoubleLine Funds Trust Infrastructure Income Fund Class I	450,324 units	4,596,466	4,170,002
	DoubleLine Funds Trust Selective Credit	1,408,840 units	12,643,385	10,369,060
	PIMCO High Yield Portfolio	95,410 units	712,741	674,547
	PIMCO Inflation Response Multi-Asset Institutional Class	4,587,599 units	39,577,348	36,792,540
	PIMCO PAP Series Asset Backed Securities	846,401 units	10,135,560	9,733,616
	PIMCO PAP Series Emerging Markets Institutional Class	304,694 units	2,972,868	2,699,586
	PIMCO PAP Series Mortgage Portfolio Institutional Class	1,076,150 units	10,680,918	8,759,858
	PIMCO PIM Series International Portfolio Institutional Class	634,483 units	5,690,637	3,914,763
	PIMCO PIM Series Investment Grade Credit Bond Portfolio Institutional Class	1,756,207 units	16,965,032	15,542,435
	PIMCO PIM Series Private Account Portfolio Series Municipal Sector	120,299 units	941,909	743,446
	PIMCO PIM Series Real Return Bond Portfolio Institutional Class	195,182 units	2,573,322	2,336,331
	PIMCO PIM Series U.S. Government Sector Portfolio Institutional Class	1,818,220 units	15,577,569	11,800,249
✓	PIMCO Short Term Floating NAV Portfolio II	456,952 units	4,572,450	4,575,914
			<u>\$ 132,468,209</u>	<u>\$ 116,441,682</u>

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
Corporate Debt Instruments					
	Abbvie Inc	4.70%	5/14/2045	\$ 329,927	\$ 286,887
	Adani International Container Terminal Pvt	3.00%	2/16/2031	175,359	145,437
	Adani Ports & Special Economic Zone Ltd	4.38%	6/3/2029	207,068	175,309
	AdaptHealth LLC	5.13%	3/1/2030	21,406	19,514
	AEP Transmission Company LLC	4.00%	3/15/2053	54,709	57,365
	Agrosuper SA	4.60%	1/20/2032	121,650	128,547
	Al Candelaria (Spain) SA	5.75%	6/15/2033	178,438	193,838
	Air Lease Corp	1.88%	8/15/2026	133,342	124,225
	Alexandria Real Estate Equities Inc.	3.00%	5/18/2051	208,580	148,895
	Alliant Holdings	6.75%	10/15/2027	25,525	24,784
	American Express Company	5.85%	11/5/2027	129,906	135,663
	American Tower Corporation	5.55%	7/15/2033	134,706	139,929
	Amgen Inc	5.25%	3/2/2030	64,850	66,909
	Anthem Inc.	2.38%	1/15/2025	129,158	121,413
	Anthem Inc.	4.55%	5/15/2052	54,704	50,393
	Anywhere Real Estate Group LLC	5.25%	4/15/2030	20,000	14,932
	AT&T Inc.	3.50%	9/15/2053	170,480	148,715
	Athene Global Funding	5.89%	8/19/2024	139,859	139,444
	Athene Holding Ltd	5.88%	1/15/2034	142,352	146,570
	Banco de Credito del Peru SA	3.13%	7/1/2030	36,700	38,110
	Banco DO Brasil	6.25%	12/31/2049	184,200	195,500
	Banco GNB Sudameris SA	6.50%	4/3/2027	45,500	48,598
	Banco Internacional del Pero Corporation	4.00%	7/8/2030	138,300	143,250
	Bank 2017 Banks Commercial Mortgage	4.19%	6/15/2060	173,585	136,894
	Bank Montreal Que	3.80%	12/15/2032	150,551	138,087
	Bank of America Corporation	2.48%	9/21/2036	271,896	226,140
	Bank of Nova Scotia	3.45%	4/11/2025	274,689	269,099
	Bankco Industrial SA	4.88%	1/29/2031	141,150	140,873
	BB-UBS Trust	0.28%	11/5/2036	33,143	3,151
	BB-UBS Trust	0.73%	11/5/2036	194,533	18,584
	BBVA BANCOMER SA	5.88%	9/13/2034	177,750	188,386
	BCPE Empire Topco Inc	7.63%	5/1/2027	34,263	33,774
	Becton, Dickinson & Company	4.69%	2/13/2028	125,000	125,642
	Benchmark Electronics Inc.	1.61%	9/15/2053	88,801	91,561
	Benchmark Electronics Inc.	2.15%	9/15/2053	139,039	100,797
	Benchmark Mortgage Trust	5.52%	4/15/2056	103,000	103,141
	Benchmark Mortgage Trust	floating rate	1/15/2055	120,509	93,098
	BHP Billiton Fiance (USA) Ltd	5.25%	9/8/2030	134,407	140,061
	Boeing Company	2.95%	2/1/2030	150,015	139,842
	BP Capital Markets American Inc.	4.89%	9/11/2033	140,070	142,682
	Braskem Netherlands Finance Bv	8.50%	1/23/2081	200,534	172,000
	California State Municipal Bonds	7.55%	4/1/2039	96,797	82,070
	CAP SA	3.90%	4/27/2031	145,750	154,800
	CCO Holdings LLC	4.25%	1/15/2034	30,000	24,388
	Cemex SAB de CV	5.13%	12/31/2049	184,500	189,710

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Centene Corporation	2.50%	3/1/2031	164,124	141,595
	Charter	4.91%	7/23/2025	291,261	272,434
	Cheniere Energy Inc	4.63%	10/15/2028	133,358	136,495
	CHS/Community Health	6.00%	1/15/2029	26,418	22,503
	Citigroup Commercial Mortgage	3.50%	12/10/2041	129,952	95,867
	Citigroup Commercial Mortgage	4.57%	9/10/2058	130,529	101,757
	Citigroup Commercial Mortgage		5/15/2054	115,341	109,346
	Citigroup Inc	3.06%	1/25/2033	242,376	209,385
	CMO Bank 2021-BNK38 Series 21	2.58%	12/15/2064	89,078	89,147
	CMO Bank 2022-BNK39 Series 22	3.18%	2/15/2055	123,599	98,942
	CMO BBCMS Mortgage Trust 2021-C12	2.69%	11/15/2054	90,538	89,376
	CMO BBCMS Mortgage Trust 2021-C9	2.22%	2/15/2054	90,056	89,861
	CMO Benchmark 2021-B31 Mortgage Trust	2.57%	12/15/2054	85,219	84,277
	CMO CFCRE 2016-C4 Mortgage Trust Class C		5/10/2058	121,973	112,183
	CMO GS Mortgage SECS SR 2015-GC32 Class B	floating rate	7/10/2048	109,543	93,897
	CMO J P Morgan Chase Commercial Mortgage Trust	3.22%	4/15/2046	61,814	60,335
	CMO JPMCC Commercial Mortgage Securities Trust		8/15/2049	159,375	127,260
	CMO Morgan Stanley Bank of America Merrill Lynch	floating rate	10/15/2026	182,492	140,530
	CMO Morgan Stanley Cap I Trust	4.13%	7/15/2052	166,525	126,000
	CMO UBS Commercial Mortgage Trust	3.68%	12/15/2052	129,779	99,776
	CMO UBS Commercial Mortgage Trust		8/15/2050	166,868	135,312
	CMO UBS Commercial Mortgage Trust		5/15/2051	143,652	108,878
	CMO Wells Fargo Commercial Mortgage Trust 2014-C25		11/15/2047	235,725	212,354
	CMO Wells Fargo Commercial Mortgage Trust 2015-C31	floating rate	11/15/2048	139,509	128,749
	CMO Wells Fargo Commercial Mortgage Trust 2015-LC20	3.72%	4/15/2050	110,254	103,807
	CMO Wells Fargo Commercial Mortgage Trust 2019-C50	4.35%	5/15/2052	129,960	105,366
	Comcast Corporation	3.40%	4/1/2030	163,148	140,597
	Constellation Brands Inc.	3.15%	8/1/2029	150,503	139,525
	Cosan Overseas Ltd	8.25%	11/29/2049	100,100	99,726
	Crown Castle International	3.65%	9/1/2027	152,299	137,930
	CSX Corporation	3.80%	11/1/2046	170,851	145,913
	CT Trust	5.13%	2/3/2032	162,000	174,759
	CVS Health Corporation	5.13%	2/21/2030	34,767	35,591
	CVS Health Corporation	5.30%	6/1/2033	134,166	138,786
	Digicel Group Holdings	0.00%	12/31/2030	41,464	1,076
	Digicel Group Holdings	0.00%	12/31/2030	70,618	5,237
	Dollar Tree Inc.	4.00%	5/15/2025	277,105	269,978
	Duke Energy Carolinas LLC	3.55%	3/15/2052	54,828	42,299
	Duke Energy Corporation	5.00%	8/15/2052	42,035	42,184
	EcoPetrol SA	5.88%	11/2/2051	98,667	75,631
	Empresas Public Medellin	4.38%	2/15/2031	198,000	162,976

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Energy Transfer	4.75%	1/15/2026	135,223	134,146
	Equinix Inc	2.95%	9/15/2051	85,475	90,659
	Equinix Inc	3.90%	4/15/2032	65,289	69,764
	Essential Utilities	2.70%	4/15/2030	159,303	140,065
	Exelon Corporation	5.15%	3/15/2028	89,849	91,317
	Expedia Group Inc.	3.35%	2/15/2030	153,317	142,293
	Expedia Inc.	5.00%	2/15/2026	150,312	134,895
	Federal Home Loan Mortgage Corporation	5.00%	6/1/2053	498,635	516,990
	Federal Home Loan Mortgage Corporation	2.00%	11/1/2050	712,364	596,305
	Federal Home Loan Mortgage Corporation	3.00%	3/1/2052	297,019	273,270
	Federal Home Loan Mortgage Corporation	4.50%	9/1/2052	662,019	641,902
	Federal Home Loan Mortgage Corporation	5.00%	5/1/2053	399,459	408,519
	Federal Home Loan Mortgage Corporation	5.50%	8/1/2053	156,993	167,414
	Federal Home Loan Mortgage Corporation Pool #G08622	3.00%	1/1/2045	374,163	338,517
	Federal Home Loan Mortgage Corporation Pool #Q51461	3.50%	10/1/2047	196,370	178,685
	Federal Home Loan Mortgage Corporation Pool #RA7930	4.50%	9/1/2052	447,925	445,955
	Federal Home Loan Mortgage Corporation Pool #SD2969	2.50%	5/1/2052	697,292	738,641
	Federal Home Loan Mortgage Corporation Pool #SD3721	5.00%	7/1/2053	502,477	514,560
	Federal Home Loan Mortgage Corporation Pool #SD3892	5.50%	9/1/2053	668,985	697,952
	Federal Home Loan Mortgage Corporation Series 3790 Class Z	4.00%	1/15/2041	52,142	47,555
	Federal Home Loan Mortgage Corporation Series 4096 Class KF	5.94%	8/15/2042	680,151	682,768
	Federal Home Loan Mortgage Corporation Series 4792 Class A	3.00%	5/15/2048	123,349	114,548
	Federal Home Loan Mortgage Corporation V83144	4.00%	4/1/2047	484,148	446,384
	Federal National Mortgage Association	2.46%	4/1/2032	401,515	345,250
	Federal National Mortgage Association	3.50%	3/1/2052	188,278	182,340
	Federal National Mortgage Association FN BR2217	2.50%	8/1/2051	681,969	688,350
	Federal National Mortgage Association FN C87272	6.00%	10/1/2053	490,230	515,870
	Federal National Mortgage Association FN CB6266	6.00%	5/1/2053	320,949	337,803
	Federal National Mortgage Association FNR 2022-40 AZ	2.00%	8/25/2050	973,192	869,998
	Federal National Mortgage Association Pool #AB3796	3.50%	11/1/2031	159,945	146,669
	Federal National Mortgage Association Pool #AB7776	3.00%	2/1/2043	438,482	398,759
	Federal National Mortgage Association Pool #AB8703	3.00%	3/1/2038	440,274	401,992
	Federal National Mortgage Association Pool #BL5484	2.26%	1/1/2030	1,000,469	886,597
	Federal National Mortgage Association Pool #BM3415	2.50%	2/1/2047	281,558	257,907

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	Federal National Mortgage Association Pool #FM6061	2.00%	2/1/2051	1,225,289	1,007,897
	Federal National Mortgage Association Pool #FM8664	3.00%	10/1/2046	544,906	469,470
	Federal National Mortgage Association Pool #FM9934	3.00%	12/1/2048	279,140	242,061
	Federal National Mortgage Association Pool #FS1472	3.50%	11/1/2050	505,747	475,774
	Federal National Mortgage Association Pool #FS5420	2.50%	3/1/2052	577,855	583,630
	Federal National Mortgage Association Pool #FS5875	2.50%	4/1/2052	291,676	291,782
	Federal National Mortgage Association Pool #M8214	4.00%	5/1/2049	284,107	253,572
	Federal National Mortgage Association Pool #MA1366	3.00%	3/1/2033	167,953	153,426
	Federal National Mortgage Association Pool #MA1459	3.00%	6/1/2033	256,579	230,670
	Federal National Mortgage Association Pool #MA3414	3.50%	7/1/2048	136,460	128,081
	Federal National Mortgage Association Pool #MA4709	5.00%	7/1/2052	315,949	308,251
	Federal National Mortgage Association REMIC TR 2021-48 Class NS	variable	8/25/2051	57,437	11,245
	Federal National Mortgage Association Series 22-28	2.50%	2/25/2052	381,291	339,118
	Fertitta Entertainment Inc	6.75 %	1/15/2030	25,000	21,980
	Ford Motor Company	3.25 %	2/12/2032	75,944	70,773
	Freeport-McMoRan Inc	4.38 %	8/1/2028	50,313	47,978
	General Motors Financial Company	2.40 %	10/15/2028	157,275	142,189
	Gilead Sciences Inc	5.55 %	10/15/2053	39,910	43,475
	Global Bank Corporation	5.25 %	4/16/2029	180,250	178,840
	Goldman Sachs Group Inc	6.17 %	9/10/2027	274,117	269,555
	Goodyear Tire & Rubber Company	5.25 %	7/15/2031	20,078	18,147
	Griffon Corporation	5.75 %	3/1/2028	25,300	24,564
	HCA Inc.	4.13 %	6/15/2029	155,690	138,630
	Hess Midstream Operations	4.25 %	2/15/2030	30,000	27,600
	Hilcorp Energy IL	5.75 %	2/1/2029	29,888	28,996
	Host Hotels & Resorts Inc	3.50%	9/15/2030	132,848	142,883
	HUB international Ltd	7.25%	6/15/2030	15,075	15,843
	I/O CMO CD 2017-CD 2017-CD6 Mortgage Trust		11/13/2050	158,727	66,603
	I/O CMO Citigroup Commercial Mortgage Trust 2016-P4	variable	7/10/2049	80,891	25,048
	I/O CMO Commercial 2016-DC2 Mortgage Trust		2/10/2049	64,819	12,693
	I/O CMO Csail 2017-C8 Commercial Mortgage Trust		6/15/2050	121,441	41,423
	I/O CMO GS Mortgage Securities Trust 2015-GS1		11/10/2048	123,886	28,180
	I/O CMO JPMCC Commercial Mortgage Securities Trust 2015-JP1		1/15/2049	72,963	17,299
	I/O CMO Morgan Stanley Cap I Series 2015-UBS8		12/15/2048	114,019	23,827

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	I/O CMO Morgan Stanley Cap I Series 2016-UBS11		8/15/2049	74,179	21,467
	I/O CMO SG Commercial Mortgage Securities Trust 2016-CS	variable	10/10/2048	233,360	66,945
	I/O CMO Wells Fargo Commercial Mortgage Trust 2015-P2		12/15/2048	71,903	18,062
	I/O CMO WFRBS Commercial Mortgage Trust Series 2014-LC14	floating rate	3/15/2047	45,080	14
	I/O Csaill Commercial Mortgage Trust Series 2015-C1 CL X-A	floating rate	4/15/2050	113,245	8,793
	I/O Wells Fargo Commercial Mortgage Trust Series 2015-C28		5/15/2048	133,891	23,143
	I/O WFRBS Commercial Mortgage Trust	1.33%	3/15/2047	150,690	301
	Intuit Inc	5.50%	9/15/2053	134,519	147,634
	Invitation Homes Operating Partnership	2.70%	1/15/2034	174,875	144,971
	John Deere Capital Corporation	4.70%	6/10/2030	134,875	137,433
	JPMorgan Chase & Co	2.96%	1/25/2033	319,295	279,022
	JPMorgan Chase & Co	4.85%	7/25/2028	70,000	70,072
	Kinder Morgan Inc.	6.95%	1/15/2038	153,100	137,512
	Kronos Acquisition	5.00%	12/31/2026	15,504	14,625
	Lifepoint Health Inc	4.38%	2/15/2027	12,747	13,866
	Live Nation Entertainment	6.50%	5/15/2027	14,569	15,262
	LLPL Capital Pte Ltd	6.88%	2/4/2039	155,690	155,087
	Lowe's Companies Inc	5.63%	4/15/2053	39,857	42,103
	Lstar Commercial Mortgage Trust	0.83%	3/10/2050	89,763	30,589
	Macquarie Group Ltd	5.11%	8/9/2026	165,000	164,318
	Madison IAQ LLC	4.13%	6/30/2028	30,000	27,292
	Marriott International Inc.	3.13%	6/15/2026	146,564	134,580
	Marvell Technology Inc	5.95%	9/15/2033	134,613	143,511
	Mattamy Group Corporation	4.63%	3/1/2030	35,027	32,437
	McDonald's Corporation	3.60%	7/1/2030	83,292	71,249
	META Platforms Inc	3.85%	8/15/2032	134,403	138,119
	Metis Merger Sub	6.50%	5/15/2029	44,756	40,695
	MetLife Inc	5.25%	1/15/2054	143,225	149,557
	Minejesa Cap BV	5.63%	8/10/2037	210,250	175,000
	Modivcare Inc.	5.00%	10/1/2029	32,113	28,628
	Morgan Stanley	2.48%	9/16/2036	309,726	254,237
	Morgan Stanley Bank of America Merrill Lynch	4.11%	5/15/2050	158,355	128,845
	Morgan Stanley Cap I Trust	1.04%	10/15/2031	163,330	116,803
	Mosaic Solar Loans LLC	4.45%	6/20/2042	71,182	67,040
	Navient Corporation	5.00%	3/15/2027	15,069	14,480
	Netapp Inc.	1.88%	6/22/2025	139,223	133,135
	Neuberger Berman Group LLC	7.73%	4/14/2035	500,000	490,936
	Norwegian Cruise Line Corporation Ltd	5.88%	2/15/2027	24,931	24,787
	NXP Funding LLC	3.88%	6/18/2026	296,107	272,902
	Octagon Investment Partners XIV Ltd	0.00%	7/15/2029	500,000	492,548
	ONEOK Inc	6.63%	9/1/2053	64,481	73,016
	Oracle Corporation	3.80%	11/15/2037	32,667	34,080

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	Oracle Corporation	6.25%	11/9/2032	59,384	59,925
	Owens Corning	4.40%	1/30/2048	168,707	148,428
	Pacific Gas & Electrical Company	2.50%	2/1/2031	165,730	140,515
	Packaging Corporation	3.00%	12/15/2029	159,238	140,469
	Parker-Hannifin Corporation	4.25%	9/15/2027	69,852	69,439
	Periman Resources Operating LLC	7.00%	1/15/2032	14,925	15,461
	Petroleos Del Peru SA	4.75%	6/19/2032	179,500	142,829
	Petroleos Mexicanos	6.75%	9/21/2047	87,250	65,526
	Pfizer Investment Enterprises Pte Ltd	4.75%	5/19/2033	104,843	105,257
	Philip Morris International Inc	5.50%	9/7/2030	153,187	160,870
	Pvtpl Aadvantage Loyalty IP Ltd	5.75%	4/20/2029	57,799	53,595
	Pvtpl Advanced Drainage Systems Inc	6.38%	6/15/2030	62,600	65,487
	Pvtpl Allied Universal Holdco LLC	9.75%	7/15/2027	21,595	19,598
	Pvtpl Allied Universal Holdco LLC	6.63%	7/15/2026	34,647	34,817
	Pvtpl American Airlines Inc	8.50%	5/15/2029	30,000	31,676
	Pvtpl Amwins Group Inc.	4.88%	6/30/2029	29,983	27,357
	Pvtpl Antero Midstream Partners	5.75%	3/1/2027	18,078	17,862
	Pvtpl Avolon Holdings Funding Ltd	3.25%	2/15/2027	253,558	236,008
	Pvtpl Bausch + Lomb Corporation	8.38%	10/1/2028	40,000	42,198
	Pvtpl Bausch Health Companies Inc	11.00%	9/30/2028	6,296	3,635
	Pvtpl Bausch Health Companies Inc	14.00%	10/15/2030	1,299	549
	Pvtpl Bausch Health Companies Inc	6.13%	2/10/2027	20,080	13,500
	Pvtpl BC Ltd	9.00%	1/30/2028	11,493	2,925
	Pvtpl Blackbird Capital Aircraft Lease	3.45%	7/15/2046	389,059	322,934
	Pvtpl Bombardier Inc	8.75%	11/15/2030	30,000	31,949
	Pvtpl Broadcom Inc	3.50%	2/15/2041	336,362	290,345
	Pvtpl Callon Petroleum Company	7.50%	6/24/2030	30,000	30,260
	Pvtpl Calpinie Corporation	4.63%	2/1/2029	25,094	23,193
	Pvtpl Canyon Cap CLO		4/15/2034	500,000	483,954
	Pvtpl Carnival Corporation	5.75%	3/1/2027	92,996	87,885
	Pvtpl Carrier Global Corporation	6.20%	3/15/2054	14,975	17,425
	Pvtpl CCO Holdings LLC	4.75%	3/1/2030	35,394	31,976
	Pvtpl CCO Holdings LLC	4.75%	2/1/2032	30,000	26,459
	Pvtpl Central Parent LLC/CDK Global II LLC	8.00%	6/15/2029	20,000	20,875
	Pvtpl Ches Energy Corporation	5.88%	2/1/2029	47,475	44,105
	Pvtpl Civitas Resources Inc	8.38%	7/1/2028	20,000	20,880
	Pvtpl Clarivate Science Holdings Corporation	4.88%	7/1/2029	23,188	23,460
	Pvtpl Clear Channel Outdoor Holdings Inc.	7.50%	6/1/2029	15,066	12,466
	Pvtpl CMO CSMC 2021-B33	variable	10/10/2043	169,616	119,245
	Pvtpl CMO Dryden 40 Senior Loan Fund		8/15/2031	500,000	493,689
	Pvtpl CMO JPMBB Commercial Mortgage Securities	variable	9/15/2047	162,425	137,853
	Pvtpl CMO NJ Trust		1/6/2029	101,232	103,045
	Pvtpl CNX Resources Corporation	6.00%	1/15/2029	36,638	33,550
	Pvtpl Columbia Central CLO 27 Ltd		1/25/2035	498,750	473,674
	Pvtpl Commonbond Student Loan Trust	2.82%	10/25/2051	345,275	307,759

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	Pvtpl Commscope Inc.	4.75%	9/1/2029	20,021	13,428
	Pvtpl Coty Inc.	6.63%	7/15/2030	30,000	30,860
	Pvtpl Coty Inc.	5.00%	4/15/2026	29,994	29,513
	Pvtpl Dealer Tire LLC	8.00%	2/1/2028	15,438	14,850
	Pvtpl Diamond Infrastructure Funding LLC		4/15/2049	500,000	437,667
	Pvtpl Digicel Group Holdings	0.00%	12/31/2040	15,040	639
	Pvtpl Digicel Group Holdings	0.00%	12/31/2040	34,592	—
	Pvtpl DirectTV Holdings	5.87%	8/15/2027	20,363	18,804
	Pvtpl DISH DBS Corporation	5.75%	12/1/2028	24,990	19,940
	Pvtpl Dividend Solar LNS	4.29%	7/20/2038	266,166	218,401
	Pvtpl EQM Midstream Partners LP	4.75%	1/15/2031	25,000	23,266
	Pvtpl Ferrellgas Escrow LLC	5.38%	4/1/2026	20,000	19,583
	Pvtpl Fortrea Holdings Inc	7.50%	7/1/2030	29,028	30,824
	Pvtpl Fortress Transportation and Infrastructure Investors LLC	7.88%	12/1/2030	39,733	41,674
	Pvtpl Frontier Communications Corporation	5.00%	5/1/2028	25,000	23,096
	Pvtpl Frontier Communications Corporation	5.88%	10/15/2027	10,000	9,660
	Pvtpl Fs Rialto 2022-FL5 Issuer LLC	variable	6/19/2027	222,749	222,328
	Pvtpl Garda World Security Corporation	6.00%	6/1/2029	40,000	35,875
	Pvtpl GFL Environmental Inc	6.75%	1/15/2031	15,000	15,457
	Pvtpl Glencore Funding LLC	1.63%	4/27/2026	89,144	83,452
	Pvtpl Global Aircraft Leasing Company Ltd	6.50%	9/15/2024	43,505	41,838
	Pvtpl GTCR AP Financial Inc.	8.00%	5/15/2027	25,455	25,251
	Pvtpl Hilcorp Energy I LP	8.38%	11/1/2033	5,000	5,297
	Pvtpl Hyundai Capital America	5.68%	6/26/2028	99,742	102,015
	Pvtpl IQVIA Holdings Inc	6.25%	2/1/2029	94,865	99,261
	Pvtpl Iron Mountain Inc.	7.00%	2/15/2029	35,000	35,975
	Pvtpl Iron Mountain Inc.	4.50%	2/15/2031	20,000	18,231
	Pvtpl Level 3 Financing Inc	10.50%	5/15/2030	19,871	14,545
	Pvtpl Magic Mergerco Inc.	5.25%	5/1/2028	23,525	20,010
	Pvtpl Mav Acquisition Corporation	5.75%	8/1/2028	23,500	24,106
	Pvtpl Midwest Gaming	4.88%	5/1/2029	36,958	37,200
	Pvtpl Minerva Merger Sub Inc	6.50%	2/15/2030	20,000	18,156
	Pvtpl Monogahela Power	5.40%	12/15/2043	237,778	196,101
	Pvtpl Mozart Debt Merger Sub Inc.	5.25%	10/1/2029	50,417	47,119
	Pvtpl Nationstar Mortgage Holdings	5.75%	11/15/2031	35,000	32,638
	Pvtpl News Corporation	5.13%	2/15/2032	15,000	14,246
	Pvtpl NGL Energy Operations LLC	7.50%	2/1/2026	49,313	50,502
	Pvtpl Novelis Corporation	4.75%	1/30/2030	17,700	18,810
	Pvtpl NRG Energy Inc.	3.63%	2/15/2031	38,050	34,370
	Pvtpl Octagon Investment Partners 34 Ltd	floating rate	1/20/2030	500,000	481,571
	Pvtpl Octagon Investment Partners 34 Ltd	floating rate	7/17/2030	500,000	481,246
	Pvtpl Owens & Minor Inc	6.63%	4/1/2030	40,150	38,357
	Pvtpl Pactive Evergreen Group	4.38%	10/15/2028	21,913	23,292
	Pvtpl Park International Holdings LLC	4.88%	5/15/2029	35,169	32,374
	Pvtpl Parkland Corporation	4.50%	10/1/2029	40,000	36,659

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	Pvtpl Pennymac Financial Services Inc.	7.88%	12/15/2029	19,881	20,590
	Pvtpl Pennymac Financial Services Inc.	4.25%	2/15/2029	19,954	18,002
	Pvtpl Penske Truck Leasing Company	4.20%	4/1/2027	146,358	135,376
	Pvtpl Pike Corporation	8.63%	1/31/2031	15,100	15,764
	Pvtpl Pike Corporation	5.50%	9/1/2028	40,458	38,108
	Pvtpl Premier Entertainment Sub LLC	5.63%	9/1/2029	14,880	11,895
	Pvtpl Primrose Funding LLC	4.48%	7/30/2049	483,750	461,313
	Pvtpl Scientific Games Holdings LP	6.63%	3/1/2030	39,820	37,817
	Pvtpl Scientific Games international Inc.	7.25%	11/15/2029	32,275	30,717
	Pvtpl Scripps Escrow II Inc	3.88%	1/15/2029	15,731	17,689
	Pvtpl Sirius XM Radio Inc	5.50%	7/1/2029	13,071	14,502
	Pvtpl Sitio Royalties Operating Partnership LP	7.88%	11/1/2028	15,000	15,543
	Pvtpl Smithfield Foods Inc.	4.25%	2/1/2027	256,351	249,341
	Pvtpl Sonic Automotive Inc.	4.63%	11/15/2029	50,217	45,552
	Pvtpl Sprite 2021-1 Ltd	3.75%	11/15/2046	375,233	346,542
	Pvtpl SRS Distribution Inc.	4.63%	7/1/2028	30,225	28,461
	Pvtpl Staples Inc.	7.50%	4/15/2026	9,456	9,303
	Pvtpl Starwood Commercial Mortgage Trust	floating rate	4/18/2038	97,294	97,509
	Pvtpl Suburban Propane Partners LP	5.00%	6/1/2031	40,323	36,564
	Pvtpl Suncoke Energy Inc.	4.88%	6/30/2029	30,000	26,999
	Pvtpl Superior Plus Corporation	4.50%	3/11/2029	40,480	37,091
	Pvtpl Thunderbold Aircraft Lease Ltd		5/17/2032	356,856	324,111
	Pvtpl Townsquare Media Inc	6.88%	2/1/2026	14,100	14,694
	Pvtpl Transocean Poseidon Ltd	6.88%	2/1/2027	33,516	33,582
	Pvtpl Trident TPI Holdings	12.75%	12/31/2028	34,935	37,450
	Pvtpl TRTX 2021-FL4		3/15/2038	78,394	78,702
	Pvtpl United National Foods Inc.	6.75%	10/15/2028	32,100	24,286
	Pvtpl US Foods Inc	7.25%	1/15/2032	35,000	36,495
	Pvtpl Venture Global LNG Inc	8.13%	6/1/2028	20,000	20,197
	Pvtpl Venture Global LNG Inc	8.38%	6/1/2031	15,000	15,004
	Pvtpl Venture Global LNG Inc	9.88%	2/1/2032	14,882	15,626
	Pvtpl Victoria's Secret & Company	4.63%	7/15/2029	19,366	16,703
	Pvtpl Viking Cruises Ltd	5.88%	9/15/2027	43,323	43,425
	Pvtpl Viking Cruises Ltd	9.13%	7/15/2031	60,000	63,943
	Pvtpl Vistra Operations Company LLC	7.75%	10/15/2031	20,000	20,766
	Pvtpl VT Topco Inc	8.50%	8/15/2030	20,000	20,807
	Pvtpl Washington Multifamily Acquisition Inc.	5.75%	4/15/2026	20,313	19,344
	Pvtpl WR Grace Holdings LLC	5.63%	8/15/2029	30,338	26,505
	Pvtpl XPO Inc	7.13%	6/1/2031	29,875	31,109
	Quanta Services Inc.	2.35%	1/15/2032	165,788	140,342
	Sabine Pass Liquefaction LLC	5.00%	3/15/2027	132,010	120,566
	Santander Holdings USA Inc	2.49%	1/6/2028	148,991	137,507
	Sapphire Aviation	4.25%	3/15/2025	124,082	109,922
	Southern Company	3.75%	9/15/2051	154,298	141,128
	Southwestern Energy Company	5.38%	2/1/2029	29,970	29,279
	Spirit AeroSystems Holdings Inc	9.75%	11/15/2030	15,075	16,130

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Springleaf Finance Corporation	6.63%	1/15/2028	40,300	40,387
	Standard Industries Inc	4.38%	7/15/2030	21,563	23,005
	Sunnova SOL III	2.58%	4/28/2056	214,097	174,853
	Sunoco LP	4.50%	5/15/2029	15,000	13,924
	Synchrony Financial	2.88%	10/28/2031	282,505	232,765
	Sysco Corporation	5.95%	4/1/2030	168,160	140,491
	Tenet Healthcare Corporation	6.13%	6/15/2030	67,913	70,761
	Tenet Healthcare Corporation	6.25%	2/1/2027	18,950	20,098
	T-Mobile USA Inc.	2.25%	2/15/2026	143,494	137,393
	Toronto-Dominion Bank	4.69%	9/15/2027	274,672	274,691
	Transdigm Inc.	5.50%	11/15/2027	35,000	34,280
	Transocean Ltd	8.00%	2/1/2027	14,100	14,625
	Triton Container International Ltd	3.25%	3/15/2032	157,380	128,093
	UBS Commercial Mortgage Trust	3.72%	2/15/2051	73,286	75,830
	UnitedHealth Group Inc	4.95%	5/15/2062	64,363	64,372
	UnitedHealth Group Inc	5.05%	4/15/2053	104,290	106,517
	Univision	7.38%	6/30/2030	19,350	19,944
	Weatherford international Ltd	8.63%	4/30/2030	10,075	10,439
	Wells Fargo & Co	4.81%	7/25/2028	55,000	54,618
	Wells Fargo & Co	5.57%	7/25/2029	170,000	173,756
	Wells Fargo Commercial	1.81%	7/15/2053	83,578	83,603
	Welltower Inc.	2.05%	1/15/2029	157,560	140,817
	Westpac Banking Corporation	3.02%	11/18/2036	172,098	142,379
	WestRock Company	3.75%	3/15/2025	140,033	137,220
	Willis North America Inc.	4.50%	9/15/2028	141,137	136,396
	Workday Inc	3.70%	4/1/2029	136,258	139,331
				<u>\$ 51,977,958</u>	<u>\$ 46,954,168</u>

U.S. Government Securities

	Government National Mortgage Association	3.50%	6/20/2051	\$ 31,198	\$ 48,607
	Government National Mortgage Association	4.87%	4/16/2048	632,889	556,276
	Government National Mortgage Association Pool #785713	2.50%	10/20/2051	769,702	647,461
	Government National Mortgage Association Pool #785717	3.00%	11/20/2051	586,745	596,764
	Government National Mortgage Association Pool #785764	2.50%	11/20/2051	109,038	91,167
	Government National Mortgage Association Pool #786227	3.00%	4/20/2052	483,756	483,270
	Government National Mortgage Association Pool #786718	3.50%	7/20/2051	753,663	754,599
	U.S. Treasury Bond	4.75%	11/15/2053	7,986,500	8,810,941
	U.S. Treasury Bond	4.75%	11/15/2043	4,274,715	4,574,727
	U.S. Treasury Bond	4.50%	11/15/2033	4,625,243	4,844,604
	U.S. Treasury Bond	3.75%	6/30/2030	73,570	74,429
	U.S. Treasury Bond	4.63%	9/30/2028	74,443	77,487
	U.S. Treasury Bond	4.63%	10/15/2026	84,442	86,302
	U.S. Treasury Note	4.88%	11/30/2025	65,581	65,688

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	U.S. Treasury Note	3.75%	12/31/2028	2,790,484	2,789,938
	U.S. Treasury Note	4.63%	11/15/2026	141,588	142,275
	U.S. Treasury Note	4.63%	9/30/2030	54,252	57,415
	U.S. Treasury Note	4.38%	11/30/2028	96,133	97,308
				<u>\$ 23,633,942</u>	<u>\$ 24,799,258</u>

Equities

Common Stock

Aaon Inc	10411	shares	215,245	769,061
ABM Industries Inc	17,187	shares	573,589	770,493
Adient Plc Ltd	15,725	shares	673,228	571,761
ADK Partnerships	47	shares	47	23,948
ADR Banco Bradesco S A Sponsored	240,129	shares	673,083	840,452
ADR Ryanair Holdings Plc	15,422	shares	1,240,149	2,056,678
Adtran Holdings Inc	76,414	shares	673,989	560,879
Aena SME SA	11,860	shares	1,680,405	2,149,899
Agilysys Inc	3,960	shares	270,238	335,887
Air Liquide	7,900	shares	1,149,455	1,536,953
Akzo Nobel Nv Eur0.50(Post Rev Split)	42,663	shares	3,139,184	3,526,093
Alarm.com Holdings Inc	8,141	shares	344,937	526,071
Albany International Corporation	8,012	shares	457,462	786,939
Alimentation	25,488	shares	1,121,990	1,508,288
Allegiant Travel Company	1,584	shares	183,638	130,854
Allianz SE	9,404	shares	2,145,833	2,513,408
Alstom	215,886	shares	5,478,005	2,904,668
Amadeus IT Group SA	22,133	shares	1,283,246	1,586,265
Ameris Bancorp	16,570	shares	736,327	879,039
Anheuser-Busch Inbev	40,668	shares	2,173,567	2,624,455
ANI Pharmaceuticals Inc	10,275	shares	506,983	566,564
Armstrong World Industries Inc	9,289	shares	737,734	913,294
Assa Abloy AB Series B (Post Split)	29,545	shares	637,761	851,066
AstraZeneca Plc	24,588	shares	3,046,623	3,322,547
Atlantic Union Bankshares Corporation	14,381	shares	369,726	525,482
Audiocodes Ltd	29,315	shares	744,313	353,832
Avanos Medical Inc	25,762	shares	565,264	577,842
AXA Sa	69,200	shares	1,691,634	2,254,268
Axos Financial Inc	4,608	shares	131,967	251,597
Azenta Inc	3,228	shares	225,577	210,272
Balchem Corporation	4,732	shares	323,611	703,885
Banc of California Inc	37,999	shares	722,387	510,327
Barclays Plc	1,997,200	shares	3,832,772	3,915,286
Barnes Group Inc	4,181	shares	129,584	136,426
Bayer AG	24,785	shares	1,594,067	920,747
Belden Inc	8,790	shares	520,930	679,028
Berkeley Group Holdings	16,452	shares	666,285	983,215
Bioline Solutions Inc	5,569	shares	220,541	90,496

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Bio-Techne Corporation	6,426	shares	151,810	495,830
	Blackbaud Inc	6,723	shares	414,185	582,884
	Blackline Inc	5,383	shares	240,939	336,115
	Bloomin Brands Inc	33,118	shares	637,791	932,272
	BNP Paribas	14,381	shares	742,627	994,303
	BP Plc	638,833	shares	3,551,448	3,796,253
	Brady Corporation	14,329	shares	738,025	840,969
	Bright Horizons Family Solutions Inc	3,733	shares	195,629	351,798
	Brightsphere Investment Group Inc	25,190	shares	536,699	482,640
	British American Tobacco Plc	75,866	shares	2,887,031	2,220,070
	Cal-Maine Foods Inc	14,100	shares	668,843	809,199
	Canadian Pacific Kansas City Ltd	24,577	shares	1,925,948	1,954,082
	Caretrust REIT Inc	33,076	shares	627,903	740,241
	Carrefour SA	93,103	shares	1,741,269	1,703,648
	Carter Inc	11,220	shares	860,496	840,266
	Casella Waste Systems Inc	6,181	shares	499,954	528,228
	CBIZ Inc	12,210	shares	190,674	764,224
	Central Garden & Pet Company	18,273	shares	546,558	804,743
	Certara Inc	23,837	shares	450,818	419,293
	Cognyte Software Ltd	57,864	shares	937,183	372,066
	Cognyte Software Ltd	105	shares	1,742	675
	Commercial Metals Company	14,293	shares	624,254	715,222
	Compagne Financiere Richemont	10,718	shares	1,270,226	1,474,019
	Compass Diversified Holdings	36,073	shares	660,126	809,839
	Compass Group	53,413	shares	1,062,507	1,461,231
	Conduent Inc	133,900	shares	973,810	488,735
	Construction Partners Inc	19,949	shares	621,545	868,180
	Cracker Barrel Old Country Store	6,438	shares	845,080	496,241
	Croda International Plc	8,699	shares	487,549	560,019
	CSG Systems International Inc	12,851	shares	565,786	683,802
*	Danaher Corporation	651,240	shares	6,034,474	150,657,862
	Danone SA	50,721	shares	3,345,695	3,287,779
	Deluxe Corporation	27,019	shares	893,623	579,558
	Descartes Systems Group Inc	9,121	shares	302,563	766,711
	Designer Brands Inc	17,850	shares	235,680	157,973
	Deutsche Telekom AG	140,912	shares	2,751,409	3,385,571
	Diageo Plc	81,834	shares	3,420,799	2,979,436
	Digi International Inc	8,939	shares	264,185	232,414
	Diodes Inc	8,456	shares	665,337	680,877
	Donaldson Inc	4,580	shares	178,447	299,303
	Dorman Products Inc	3,731	shares	229,604	311,203
	Doubleverify Holdings Inc	12,031	shares	390,236	442,500
	Dril-Quip Inc	25,944	shares	871,842	603,717
	Eastern Bankshares Inc	52,580	shares	994,492	746,636
	Ecovyst Inc	69,388	shares	751,555	677,921
	Edgewell Personal Care Company	13,543	shares	484,772	496,080

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	El Pollo Loco Holdings Inc	29,673	shares	374,784	261,716
	Elme Communities	34,793	shares	685,965	507,978
	Empire State Realty Trust Inc	78,511	shares	1,010,579	760,772
	Enel Spa Eur1	516,621	shares	4,046,791	3,840,713
	Enterprise Financial Services Corporation	14,657	shares	624,576	654,435
	Envestnet Inc	6,852	shares	265,700	339,311
	Eplus Inc	9,796	shares	330,206	782,113
	Esco Technologies Inc	5,516	shares	495,972	645,537
	ExlService Holdings Inc	26,115	shares	293,831	805,648
	Exponent Inc	9,629	shares	315,610	847,737
	Expro Group Holdings NV	39,368	shares	911,906	626,739
	Fair Isaac Corporation	606	shares	63,393	705,390
	Fanuc Corporation	108,200	shares	3,684,432	3,182,759
	First Bancorp N C	14,201	shares	440,057	525,579
	First Merchants Corporation	17,325	shares	688,927	642,411
	Fortive Corporation	20	shares	116	1,473
	Four Corners Property Trust Inc	23,153	shares	623,849	585,771
	Fox Factory Holdings Corporation	7,159	shares	282,861	483,089
	Globus Medical Inc	9,007	shares	332,342	479,983
	Graftech InternationalLtd	94,555	shares	724,759	207,075
	Granite Construction Inc	21,803	shares	888,588	1,108,901
	Great Lakes Dredge & Dock Corporation	51,207	shares	751,376	393,270
	Greif Inc	9,561	shares	466,317	627,106
	Grocery Outlet Holdings Corporation	8,855	shares	250,069	238,731
	GSK Plc	164,950	shares	3,101,062	3,049,456
	Hancock Whitney Corporation	12,557	shares	624,670	610,145
	HealthEquity Inc	5,156	shares	248,542	341,843
	Hillenbrand Inc	16,517	shares	722,395	790,338
	Hub Group Inc	8,765	shares	389,869	805,854
	I3 Verticals Inc	11,765	shares	298,377	249,065
	Iberdrola SA	118,410	shares	1,286,812	1,552,615
	Infineon Technologies AG	21,615	shares	809,907	902,551
	ING Groep NV	161,301	shares	1,676,412	2,410,078
	Integer Holdings Corporation	9,787	shares	598,797	969,696
	J & J Snack Foods Corporation	3,242	shares	361,267	541,868
	Julius Baer Gruppe	2,009	shares	111,904	112,546
	Kering	6,078	shares	3,018,180	2,678,911
	Kinder Morgan Inc	2	shares	—	35
	Kingfisher Plc	242,082	shares	623,963	750,839
	Kinsale Capital Group Inc	2,613	shares	145,704	875,120
	Kite Realty Group Trust	40,915	shares	819,198	935,317
	Knowles Corporation	46,989	shares	774,983	841,573
	Kokusai Electric Corporation	9,800	shares	124,743	213,059
	Koninklijke Philips NV	139,733	shares	3,087,775	3,254,598
	Korn Ferry	9,990	shares	487,756	592,907
	Kulicke & Soffa Industries Inc	14,909	shares	452,287	815,820

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	La Z Boy Inc	25,444	shares	874,263	939,392
	Lantheus Holdings Inc	11,669	shares	416,039	723,478
	Lanxess AG	45,599	shares	1,335,112	1,429,023
	Legal & General Group Plc	507,151	shares	1,421,126	1,623,402
	Lemaitre Vascular Inc	5,695	shares	184,346	323,248
	Link Real Estate Investment Trust Units	66,400	shares	345,963	372,878
	Madden Steven Ltd	18,887	shares	549,469	793,254
	Marten Transport Ltd	31,601	shares	531,355	662,989
	Marten Transport Ltd	21,002	shares	191,878	440,622
	Matador Resources Company	11,584	shares	697,057	658,666
	Maximus Inc	9,179	shares	702,181	769,751
	Mesa Labs Inc	1,241	shares	208,206	130,020
	Methode Electronics Inc	4,458	shares	164,271	101,330
	MGIC Investment Corporation	38,479	shares	356,452	742,260
	Millerknoll Inc	18,378	shares	773,839	490,325
	Minerals Technologies Inc	11,554	shares	755,743	823,916
	Modivcare Inc	5,404	shares	377,006	237,722
	Monro Inc	17,054	shares	498,613	500,364
	Murata Manufacturing Company Ltd	146,700	shares	2,942,700	3,114,435
	Myers Industries Inc	33,930	shares	712,059	663,332
	Natwest Group Plc	373,916	shares	1,103,965	1,045,810
	Neogen Corporation	13,624	shares	219,723	273,979
	Netscout Systems Inc	23,540	shares	677,645	516,703
	Northwestern Energy Group Inc	11,569	shares	706,821	588,746
	Novanta Inc	4,875	shares	445,480	820,999
	Novartis AG	21,924	shares	1,687,676	2,210,764
	NV5 Global Inc	2,848	shares	343,388	316,470
	Old National Bancorp Industries	43,675	shares	656,335	737,671
	Ollies Bargain Outlet Holdings Inc	6,417	shares	350,239	486,986
	Omniceil Inc	6,247	shares	270,823	235,075
	Onto Innovation Inc	7,268	shares	478,532	1,111,277
	Openlane Inc	29,651	shares	480,439	439,131
	Orion SA	30,683	shares	684,320	850,840
	Oxford Industries Inc	6,577	shares	389,793	657,700
	Pacific Premier Bancorp	17,641	shares	485,782	513,530
	Palomar Holdings Inc	2,202	shares	156,895	122,211
	PBF Energy Inc	15,042	shares	603,349	661,246
	Pebblebrook Hotel Trust	45,665	shares	1,017,363	729,727
	Perficient Inc	11,552	shares	689,395	760,353
	Perficient Inc	6,077	shares	378,510	399,988
	Permian Resources Corporation	69,840	shares	542,861	949,824
	PGT Innovations	17,750	shares	372,083	722,425
	Pinnacle Financial Partners Inc	9,199	shares	459,453	802,337
	PRA Group Inc	22,245	shares	716,192	582,819
	Progress Software Corporation	11,547	shares	416,958	627,002
	Prudential Plc	319,239	shares	4,396,608	3,610,602

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	RBC Bearings Inc	3,631	shares	320,247	1,034,436
	Reckitt Benckiser Group Plc	57,823	shares	4,471,897	3,995,232
	Relx Plc	41,196	shares	1,200,672	1,630,067
	Relx Plc	19,135	shares	520,905	758,632
	Rio Tinto Plc	10,246	shares	609,396	763,059
	Roche Holdings AG Genusscheine	14,302	shares	4,446,278	4,154,742
	Rolls Royce Holdings Plc	1,759,939	shares	2,975,560	6,723,981
	Rush Enterprises Inc	5,298	shares	213,693	266,489
	RWE AG	42,884	shares	1,651,331	1,950,771
	Ryerson Holdings Corporation	18,145	shares	553,075	629,269
	Samsung Electronics Company Ltd	111,763	shares	5,018,066	6,812,171
	Sandvik AB	6,847	shares	116,582	148,179
	Sanofi	21,521	shares	2,156,486	2,133,880
	SAP SE	19,084	shares	2,081,920	2,940,398
	Seacoast Banking Corporation of Florida	19,770	shares	440,832	562,654
	Segro Plc	63,243	shares	572,928	714,635
	Seven & I Holdings Company Ltd	40,400	shares	1,551,581	1,603,334
	Shell Plc	100,713	shares	3,118,542	3,315,328
	SiteOne Landscape Supply Inc	3,544	shares	311,741	575,900
	SK Hynix Inc	11,953	shares	893,638	1,313,262
	SM Energy Company	21,009	shares	731,712	813,468
	SP Plus Corporation	9,407	shares	288,149	482,109
	Spectrum Brands Holdings Inc	8,232	shares	637,494	656,667
	Spire Inc	9,644	shares	625,967	601,207
	SPS Commerce Inc	2,889	shares	358,259	560,004
	SPX Technologies Inc	2,949	shares	239,270	297,878
	Staar Surgical Company	5,981	shares	284,481	186,667
	STAG Industrial Inc	19,739	shares	706,514	774,953
	Standard Motor Products Inc	19,701	shares	831,260	784,297
	Stellar Bancorp Inc	20,632	shares	461,733	574,395
	Sumitomo Mitsui Financial Group	17,800	shares	623,521	868,662
	Sunstone Hotel Investors Inc	50,378	shares	477,401	540,556
	Takeda Pharmaceutical Company Ltd	75,000	shares	2,974,163	2,156,689
	Taylor Morrison Home Corporation	16,393	shares	474,322	874,567
	Tencent Holdings Ltd	30,000	shares	1,294,283	1,127,994
	Terex Corporation	10,961	shares	376,161	629,819
	Texas Capital Bancshares Inc	13,257	shares	613,529	856,800
	Texas Roadhouse Inc	6,047	shares	322,557	739,125
	Thermon Group Hldgs Inc	14,935	shares	330,701	486,433
	Titan Machinery Inc	19,536	shares	540,981	564,200
	Treehouse Foods Inc	16,357	shares	699,446	677,998
	Trex Co Inc	8,197	shares	186,560	678,630
	Tri Pointe Homes Inc	24,031	shares	319,883	850,697
	Tyler Technologies Inc	890	shares	139,816	372,127
	U M H Properties Inc	42,043	shares	650,155	644,099
	UBS Group AG	20,503	shares	374,001	635,809

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	UFP Technologies Inc	519	shares	81,017	89,289
	UniCredit SpA	124,805	shares	1,472,173	3,386,674
	Unilever Plc	29,650	shares	1,605,091	1,436,317
	United Overseas Bank Ltd	69,900	shares	1,485,204	1,507,585
	Universal Electronics Inc	11,154	shares	426,595	104,736
	Valeo SE	67,482	shares	1,464,619	1,037,280
	Veralto Corporation	217,080	shares	796,491	17,857,001
	Vericel Corporation	3,166	shares	102,496	112,741
	Verint Systems Inc	29,574	shares	898,916	799,385
	Verint Systems Inc	105	shares	1,833	2,838
	Vinci	12,500	shares	1,085,731	1,569,984
	Vontier Corporation	8	shares	20	276
	WaFd Inc	19,626	shares	691,514	646,873
	WD-40 Company	1,380	shares	244,165	329,917
	Werner Enterprises Inc	15,576	shares	634,920	659,955
	WH Smith Plc	79,805	shares	1,182,602	1,357,151
	Wiley John & Sons Inc	18,370	shares	740,067	583,064
	Winnebago Inds Inc Com	10,413	shares	452,693	758,884
				<u>\$ 221,594,295</u>	<u>\$ 409,766,205</u>

Venture Capital, Partnerships, and Other Private Investments

	DoubleLine Mortgage Opportunities 01 (Cayman-ER)	2,725,000	units	\$ 2,725,000	\$ 18,471,857
	Grosvenor Institutional Partners Master Series LP	1	units	1	38,403,746
	HarbourVest Partners VIII - Cayman Buyout Fund LP	1,729,361	units	1,729,361	147,916
	HarbourVest Partners VIII - Cayman Mezzanine and Distressed Debt Fund LP	262,834	units	262,834	13,968
	Harbourvest Partners VIII - Cayman Venture Fund LP	625,343	units	625,343	418,159
	Morgan Stanley Prime Property Fund	3,109	units	61,948,448	62,937,075
	Pantheon Europe Fund V "B" LP	735,160	units	989,093	372,244
	Pantheon Global Secondary Fund III "B" LP	19,876	units	19,876	108,489
	Pantheon USA Fund VI LP	5,193,454	units	5,193,454	262,233
	Pantheon USA Fund VII LP	2,060,038	units	2,060,038	1,365,731
	Pantheon USA Fund VIII LP	1,568,001	units	1,568,001	2,901,417
	PIMCO Corporate Opportunities Fund II Onshore Feeder LP	4,081,744	units	4,081,744	30,823,663
	PIMCO Corporate Opportunities Fund III Te Feeder LP	36,000,000	units	36,000,000	42,553,370
	UBS Trumbull Property Income Fund	7,509	units	76,476,889	93,946,117
				<u>\$ 193,680,082</u>	<u>\$ 292,725,985</u>
	Total Investments (Held at End of Year)			<u><u>\$1,116,891,973</u></u>	<u><u>\$1,879,343,760</u></u>

* Party in interest.

✓ Disclosed as cash equivalents in the fair value hierarchy.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4j — SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2023

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/ (Loss)
Category (i) – Single transactions in excess of 5% of plan assets						
There were no category (i) reportable transactions during the year ended December 31, 2023.						
Category (ii) – Series of non-security transactions with the same party in excess of 5% of plan assets						
There were no category (ii) reportable transactions during the year ended December 31, 2023.						
Category (iii) – Series of transactions by issue in excess of 5% of plan assets						
Northern Trust * Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	\$287,838,495	\$ —	\$287,838,495	\$287,838,495	\$ —
Northern Trust * Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	\$ —	\$287,210,042	\$287,210,042	\$287,210,042	\$ —

Category (iv) – Series of transactions with same party in excess of 5% of plan assets

There were no category (iv) reportable transactions during the year ended December 31, 2023.

* Party in interest.

Columns (e) and (f) are not applicable.

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment 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.

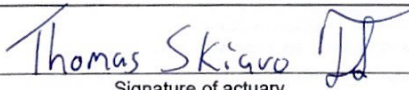
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN		B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DANAHER CORPORATION		D Employer Identification Number (EIN) 59-1995548
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B		F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2023</u>			
2 Assets:			
a Market value.....		2a	1,845,461,130
b Actuarial value.....		2b	2,030,007,243
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.....	12,807	1,163,221,293	1,163,221,293
b For terminated vested participants.....	10,567	524,797,538	524,797,538
c For active participants.....	3,354	208,054,798	208,345,801
d Total.....	26,728	1,896,073,629	1,896,364,632
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	5.07%
6 Target normal cost			
a Present value of current plan year accruals.....		6a	0
b Expected plan-related expenses.....		6b	7,700,000
c Target normal cost.....		6c	7,700,000

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		<u>8/19/2024</u>
THOMAS SKIAVO, EA		Date
Type or print name of actuary		2306727
MERCER		Most recent enrollment number
Firm name		202-331-5200
1050 CONNECTICUT AVE, NW SUITE 700		Telephone number (including area code)
WASHINGTON DC 20036		
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 ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2023
v. 230728

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).....	17,010,516	30,221,925
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).....	17,010,516	30,221,925
10 Interest on line 9 using prior year's actual return of <u>-13.37%</u>	-2,274,306	-4,040,671
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year).....		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.32%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
c Total available at beginning of current plan year to add to prefunding balance.....		0
d Portion of (c) to be added to prefunding balance.....		
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).....	14,736,210	26,181,254

Part III Funding Percentages

14 Funding target attainment percentage.....	14	104.88 %
15 Adjusted funding target attainment percentage.....	15	107.04 %
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	110.64 %
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

	(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: % ☒ N/A, full yield curve used
b Applicable month (enter code).....			21b 62
22 Weighted average retirement age..... 22 62			
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	7,700,000	
b Excess assets, if applicable, but not greater than line 31a	31b	7,700,000	
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
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