

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information	
1a	Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	1b Three-digit plan number (PN) ▶ 002
		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) AIR PRODUCTS AND CHEMICALS, INC. 1940 AIR PRODUCTS BLVD ALLENTOWN, PA 18106-5500	2b Employer Identification Number (EIN) 23-1274455 2c Plan Sponsor's telephone number 610-481-6494 2d Business code (see instructions) 325900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	07/08/2025	VICTORIA BRIFO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor VICTORIA BRIFO 1940 AIR PRODUCTS BLVD. ALLENTOWN, PA 18106-5500		3b Administrator's EIN 81-2490823 3c Administrator's telephone number 610-481-8101 	
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	7515
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		6a(1) 6a(2) 6b 6c 6d 6e 6f 6g(1) 6g(2) 6h	1071 905 4485 1545 6935 496 7431 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: 1A 3F 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (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 <u>1</u> (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 _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 10/01/2023 and ending 09/30/2024		
A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 AIR PRODUCTS AND CHEMICALS, INC.	D Employer Identification Number (EIN) 23-1274455	

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 THE EQUITABLE LIFE ASSURANCE SOCIETY OF THE UNITED STATES
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(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
13-5570651	62944	AC-659	4	10/01/2023	09/30/2024

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

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	0
c	Additions: (1) Contributions deposited during the year	7c(1)	
	(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)	7c(5)	
	(6) Total additions	7c(6)	0
d	Total of balance and additions (add lines 7b and 7c(6))	7d	0
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
	(2) Administration charge made by carrier	7e(2)	
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	
	(5) Total deductions	7e(5)	0
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	0

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)	0
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)	0
(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)	0
(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. ▶

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF AIR PRODUCTS AND CHEMICALS, INC.	D Employer Identification Number (EIN) 23-1274455
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 10 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	2108528672	
b	Actuarial value	2b	2319381539	
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	4948	1792044941	1792044941
b	For terminated vested participants	1644	186627275	186627275
c	For active participants	1071	314076781	324740696
d	Total	7663	2292748997	2303412912
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	5.20 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	20427316	
b	Expected plan-related expenses	6b	6600000	
c	Target normal cost	6c	27027316	

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

SIGN HERE	Signature of actuary KATHLEEN EICHNER Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 150 JFK PARKWAY SUITE 520 SHORT HILLS, NJ 07078 Address of the firm	06/24/2025 Date 23-06046 Most recent enrollment number 973-290-2523 Telephone number (including area code)
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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)	181533657	156420790
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	25009746	0
9 Amount remaining (line 7 minus line 8)	156523911	156420790
10 Interest on line 9 using prior year's actual return of <u>2.94</u> %	4601803	4598771
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>5.37</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	161125714	161019561

Part III Funding Percentages

14 Funding target attainment percentage	14	86.70 %
15 Adjusted funding target attainment percentage	15	100.69 %
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	100.24 %
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
0	0	0	0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 4
22 Weighted average retirement age			22 64
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☐ 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
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	27027316
b Excess assets, if applicable, but not greater than line 31a		31b	0
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	27027316
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	27027316	0	27027316
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)
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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
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 AIR PRODUCTS AND CHEMICALS, INC.	D Employer Identification Number (EIN) 23-1274455

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).....

No

Yes

☒
- 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

(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)

DELOITTE & TOUCHE

13-3891517

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	53972	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIS TOWERS WATSON

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	ACTUARY	43463	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 10/01/2023 and ending 09/30/2024		
A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	B Three-digit plan number (PN) ▶ 002	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 AIR PRODUCTS AND CHEMICALS, INC.	D Employer Identification Number (EIN) 23-1274455	

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: AIR PRODUCTS&CHEMICALS MASTER TRUST			
b Name of sponsor of entity listed in (a): AIR PRODUCTS AND CHEMICALS, INC.			
c EIN-PN 23-1274455-004	d Entity code M	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2306069002	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

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 10/01/2023 and ending 09/30/2024		
A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 AIR PRODUCTS AND CHEMICALS, INC.		
		D Employer Identification Number (EIN) 23-1274455

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	13011219	13372260
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	2094048388	2306069002
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	2107059607	2319441262
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	53900	73125
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	53900	73125
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	2107005707	2319368137

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		376271677
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		376271677

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	158214139	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		158214139
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	57572	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	59088	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	5578448	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		5695108
j Total expenses. Add all expense amounts in column (b) and enter total	2j		163909247

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		212362430
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: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

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 541271.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024

A Name of plan <u>AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES</u>	B Three-digit plan number (PN) ▶ <u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AIR PRODUCTS AND CHEMICALS, INC.</u>	D Employer Identification Number (EIN) <u>23-1274455</u>

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	<u>0</u>
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): <u>04-3326653</u> <u>13-5570651</u> 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	<u>3</u>

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.
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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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2023
v. 230707

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	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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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>20.7</u> % Private Equity: _____ % Investment-Grade Debt and Interest Rate Hedging Assets: <u>73.4</u> % High-Yield Debt: _____ % Real Assets: <u>5.9</u> % Cash or Cash Equivalents: _____ % Other: _____ % b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☒ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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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 _____.	

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Employer ID No.: 23-1274455

Plan Number: 002

Financial Statements as of and for the Years Ended 30 September 2024 and 2023
and Independent Auditor's Report

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Table of Contents

	Page
<u>Independent Auditor's Report</u>	1
Financial Statements:	
<u>Statements of Net Assets Available for Benefits as of 30 September 2024 and 2023</u>	4
<u>Statements of Changes in Net Assets Available for Benefits for the Years Ended 30 September 2024 and 2023</u>	5
<u>Statement of Accumulated Plan Benefits and Changes in Accumulated Plan Benefits as of and for the Year Ended 30 September 2023</u>	6
<u>Notes to Financial Statements as of and for the Years Ended 30 September 2024 and 2023</u>	7

Note: All schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because there is no information to report.



Deloitte & Touche LLP
1700 Market Street
Suite 2700
Philadelphia, PA 19103-3984
USA
Tel: +1 215 246 2300
Fax: +1 215 569 2441
www.deloitte.com

INDEPENDENT AUDITOR'S REPORT

The Plan Administrator
Air Products and Chemicals, Inc. Pension Plan for Salaried Employees

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

We have performed audits of the financial statements of Air Products and Chemicals, Inc. Pension Plan for Salaried Employees (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 September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of September 30, 2024, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's 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 September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 7 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.

Deloitte & Touche LLP

June 25, 2025

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Statements of Net Assets Available for Benefits

As of 30 September 2024 and 2023

(In thousands)

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Plan's interest in Master Trust	\$2,306,069	\$2,094,048
Cash	<u>13,372</u>	<u>13,011</u>
Total assets	2,319,441	2,107,059
Liabilities:		
Accrued administrative expenses	<u>73</u>	<u>53</u>
Net assets available for benefits	<u><u>\$2,319,368</u></u>	<u><u>\$2,107,006</u></u>

See accompanying notes to financial statements.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Statements of Changes in Net Assets Available for Benefits

For the Years Ended 30 September 2024 and 2023

(In thousands)

	<u>2024</u>	<u>2023</u>
Investment income:		
Plan's interest in earnings of Master Trust	\$376,272	\$61,711
Total investment income	<u>376,272</u>	<u>61,711</u>
Deductions:		
Benefit payments to participants and beneficiaries	158,214	154,285
Administrative expenses	5,696	5,347
Total deductions	<u>163,910</u>	<u>159,632</u>
Net increase (decrease) in net assets	212,362	(97,921)
Net assets available for benefits:		
Beginning of year	2,107,006	2,204,927
End of year	<u><u>\$2,319,368</u></u>	<u><u>\$2,107,006</u></u>

See accompanying notes to financial statements.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Statement of Accumulated Plan Benefits and Changes in Accumulated Plan Benefits

As of and for the Year Ended 30 September 2023

(In thousands)

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	\$1,678,864
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Other participants	463,582
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Total vested benefits	2,142,446
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Non-vested benefits	9,561
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Total actuarial present value of accumulated plan benefits	\$2,152,007
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Actuarial present value of accumulated plan benefits as of 30 September 2022	\$2,189,909
--	-------------

Increase (decrease) during the year attributable to:

Interest due to decrease in the discount period	120,000
---	---------

Benefits accumulated	18,637
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Benefits paid	(154,285)
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Actuarial losses	12,157
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Changes in actuarial assumptions	(34,411)
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Net decrease	(37,902)
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Actuarial present value of accumulated plan benefits as of 30 September 2023	\$2,152,007
--	-------------

See accompanying notes to financial statements.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

(1) Description of Plan

The following description of the Air Products and Chemicals, Inc. Pension Plan for Salaried Employees (the "Plan" or "Salaried Plan") provides only general information. Participants should refer to the summary plan description and the Plan Document for a more complete description of the Plan's provisions. The Plan is subject to the provisions of the Employee Retirement Security Act of 1974 ("ERISA").

General

The Plan is a defined benefit plan that covers all eligible salaried employees of Air Products and Chemicals, Inc. (the "Company" or "Plan Sponsor"). The Plan provides eligible employees with a retirement income payable monthly for life and also includes provisions for early retirement and surviving spouse benefits. Prior to 1 January 2005, a regular salaried employee generally became a participant on their first day of employment. Salaried employees hired on or after 1 January 2005 are not eligible to participate in the Plan. Participants are fully vested after five years of vesting service, as defined by the Plan or upon reaching age 65 as an active employee.

The monthly normal retirement benefit is equal to 1.184% of the participant's average compensation not in excess of the average Social Security maximum taxable wage base, plus 1.500% of such average compensation in excess of the wage base, multiplied by the number of years of credited service up to 35 years and 1.500% of such average compensation for all years thereafter.

The average compensation is the monthly average compensation during the 36 consecutive months within the last 120 months of employment, which gives the highest such average. The average Social Security maximum taxable wage base is the average, without indexing, of the contribution and benefit bases under Section 230 of the Social Security Act in effect during the 35-year period ending with the calendar year preceding the participant's separation from service.

Credited service for years prior to 1 October 1976 is the participant's continuous service, if any, under the Plan as in effect prior to such date. After 30 September 1976, a year of credited service is granted for each Plan year during which the participant receives compensation or is entitled to payment for at least 2,080 hours. Credited service is prorated for less than 2,080 hours with no credit for less than 1,000 hours, except in the years that the employee becomes a participant, is rehired, or terminates employment.

Salaried employees hired or rehired on or after 1 November 2004 do not receive credited service with respect to service after 31 December 2004; and participants who voluntarily elected to receive enhanced Company matching contributions and Company core contributions under the Air Products and Chemicals, Inc. Retirement Savings Plan starting 1 January 2005 ceased accruing credited service under the Plan after 31 December 2004.

A vested participant whose employment is terminated for any reason, other than death or retirement, is eligible to receive a vested benefit at age 65. The vested benefit is equal to the participant's normal

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

retirement benefit based on the participant's years of credited service, average compensation, and average Social Security maximum taxable wage at the participant's date of termination.

The normal form of retirement benefit depends on the participant's marital status at the time of retirement. The normal form for an unmarried participant is a single life benefit. The normal form for a married participant is a 50% joint and survivor benefit. Several optional forms of benefit are offered.

On 29 December 2022, the SECURE 2.0 Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes provisions intended to expand coverage, increase retirement savings, and simplify and clarify retirement plan rules. SECURE 2.0 did not have a significant impact on the Plan's provisions or financial statements.

Administration

The Board of Directors of the Company (the "Board") has delegated oversight for the design and administration of the Plan to its Management Development and Compensation Committee and oversight for the funding and management of assets of the Plan to its Audit and Finance Committee. The Board has delegated authority to the Chief Executive Officer to take such actions as necessary to provide employee pension or welfare benefits, in accordance with its delegation with respect to the Company's pension and welfare benefit plans. The Chief Executive Officer has delegated some of this authority to the Executive Vice President and Chief Human Resources Officer (role of "Plan Administrator"), who has established a Benefits Committee to have fiduciary responsibility for appeals of the denial of benefits in an ERISA claim. The Audit and Finance Committee appointed the Pension Investment Committee to assist with oversight of the investment of Plan assets. Fidelity Management Trust Company ("Fidelity") is the trustee of the Plan. The consulting actuary for the Plan is Willis Towers Watson. As appointed by the Pension Investment Committee, Willis Towers Watson also serves as the investment consultant under the ERISA definition of a 3(21) investment advisor. The Pension Investment Committee also appoints various external investment managers for the management of the Plan's assets.

(2) Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

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

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

Risks and Uncertainties

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investments in securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the funded position of the Plan.

Investment Valuation and Income Recognition

The investments of the Plan which are held in the Air Products and Chemicals Master Trust (the "Master Trust") are stated at fair value. See Note 10, *Fair Value Measurements*, for descriptions of valuation techniques.

Foreign investments are denominated in foreign currencies and are translated into U.S. dollars at the current exchange rates. The cost of foreign investments represents the purchase price in the foreign currencies translated at the exchange rates in effect at the date of purchase. As such, the effect of increases or decreases in the exchange rates is reflected in Plan's interest in earnings of the Master Trust in the accompanying Statements of Changes in Net Assets Available for Benefits.

The assets of the Plan are combined with those of the Pension Plan for Hourly Rated Employees of Air Products and Chemicals, Inc. (the "Hourly Plan") in the Master Trust. Each Plan may make additional contributions to the Master Trust, or may elect to receive distributions from the Master Trust.

Earnings (losses) on the Master Trust assets are allocated to the participating Plans on a pro rata basis by the trustee. Such earnings (losses) include investment income (loss) and the net appreciation (depreciation) in fair value of investments. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains (losses) on investments bought and sold as well as held during the year. The allocation percentage for the Salaried Plan is disclosed in Note 8, *Interest in Master Trust*.

Payment of Benefits

Benefit payments to participants are recorded upon distribution. Cash held for benefit payments to be distributed on the first of the month following year end amounting to \$13,372 and \$13,011, respectively, is reported on the Statement of Net Assets Available for Benefits as it is held outside of the Master Trust until distribution.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

Administrative Expenses

Administrative expenses, including trustee fees, are paid from the Master Trust. The majority of these administrative expenses are allocated to the Plan and the Hourly Plan based on their percentage interests in the Master Trust. Certain expenses (Pension Benefit Guaranty Corporation ("PBGC") insurance premiums, audit fees, and other consulting fees) are plan-specific and are charged, in total, to either the Plan or the Hourly Plan. The Plan Sponsor provides accounting and other administrative services to the Plan at no charge.

(3) Funding Policy

All contributions to the Plan are made by the Company. The Company's funding policy is to fund the amount necessary to accumulate plan assets that will be sufficient to meet future benefit payments and minimum funding requirements under ERISA. During 2024 and 2023, no additional contributions were made to the Plan. Management believes that it has met the minimum funding requirements of ERISA.

(4) Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. The accumulated plan benefits for active employees are based upon employee monthly average compensation for the 36 consecutive months within the last 120 months, which gives the highest average compensation. Benefits payable under all circumstances such as retirement, death, disability, and termination of employment are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment. The actuarial present value of accumulated plan benefits was calculated by Willis Towers Watson. The significant actuarial assumptions used in the valuations were as follows:

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

	30 September 2023	30 September 2022
Life expectancy of participants	Pri-2012 tables with a base year of 2012 blended with 80% white collar and 20% blue collar adjustments for employees, retirees, and contingent survivors (before and after retiree death) projected forward generationally with Scale MP-2021 adjusted with SSA long term improvement rate	Pri-2012 mortality tables (without collar adjustments and separate rates for employees and annuitants), projected with generational improvements from 2012 using scale MP-2021 (adjusted with SSA long term improvement rate)
Retirement age assumptions range	55 to 70	55 to 70
Discount rate	6.00%	5.63%

The actuarial present value of accumulated plan benefits presented in the accompanying financial statements is presented using the beginning of year benefit information date, 1 October 2023. Had the valuation been performed as of 30 September 2023, there would be no material differences.

The effect of Plan amendments on accumulated plan benefits are recognized during the year in which such amendments are adopted. There were no amendments recognized in the actuarial present value of accumulated plan benefits during the year ended 30 September 2023.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that certain changes in these estimates and assumptions could be material to the financial statements.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

(5) Plan Termination

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

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

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

(6) Income Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company, by letter dated 30 December 2016, that the Plan and related Master Trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan Administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified and the related Master Trust is tax-exempt.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

(7) Information Certified by the Trustee

The following is a summary of the information regarding the Plan as of and for the years ended 30 September 2024 and 2023, included in the Plan's financial statements that were prepared by or derived from information prepared by Fidelity, the trustee of the Plan, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that such information is complete and accurate.

	2024	2023
Statements of Net Assets Available for Benefits		
Plan's interest in Master Trust	\$2,306,069	\$2,094,048
Statements of Changes in Net Assets Available for Benefits		
Plan's interest in earnings of Master Trust ^(A)	376,272	61,711

^(A) Plan's interest in earnings of Master Trust included fees paid for investment management services of \$5,352 and \$5,442, for the years ended 30 September 2024 and 2023, respectively.

Note 8, Interest in Master Trust:

Investment balances and information, investment income balances and information, for both the Master Trust and the Plan's interest in the Master Trust

Note 10, Fair Value Measurements:

Investment balances and investment information, excluding the level of investments in Note 10, *Fair Value Measurements*

(8) Interest in Master Trust

The Plan's investments are held in the Master Trust that was established for the investment of assets of the Plan and the Hourly Plan. Each participating retirement plan has an undivided interest in the Master Trust. The assets of the Master Trust are held by Fidelity (Trustee).

The value of the Plan's interest in the Master Trust, and earnings on its assets, are based on each plan's proportional share of total assets at the time of the transaction. At 30 September 2024 and 2023, the Plan's interest in the net assets of the Master Trust was approximately 91.62 percent and 91.71 percent, respectively.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

Net assets available for benefits of the Master Trust and the Plan's interest in the Master Trust as of 30 September 2024 and 2023 are summarized below:

	2024		2023	
	Master Trust	The Plan's Interest in Master Trust	Master Trust	The Plan's Interest in Master Trust
Receivables:				
Dividend income receivable	\$2	\$2	\$4	\$4
Total receivables	2	2	4	4
Investments, at fair value:				
Cash and cash equivalents	313	287	549	504
Equity securities	319,995	293,192	143,031	131,179
Equity mutual funds	—	—	105,230	96,511
Equity pooled funds	204,727	187,579	187,693	172,140
Fixed income securities	1,844,664	1,690,155	1,661,795	1,524,091
Total investments, at fair value	2,369,699	2,171,213	2,098,298	1,924,425
Real estate pooled funds, at net asset value	148,855	136,387	186,639	171,174
Total investments	2,518,554	2,307,600	2,284,937	2,095,599
Total assets	2,518,556	2,307,602	2,284,941	2,095,603
Payables and accrued liabilities	1,682	1,533	1,709	1,555
Net assets available for benefits	\$2,516,874	\$2,306,069	\$2,283,232	\$2,094,048
Plan's interest in Master Trust as a percentage of total		91.62 %		91.71 %

The net investment earnings of the Master Trust for the years ended 30 September 2024 and 2023 are summarized below:

	2024	2023
Net appreciation in fair value of investments ^(A)	\$410,923	\$66,261
Dividend income	251	1,708
Interest income	55	53
Other income	67	12
Administrative expenses	(909)	(965)
Net investment earnings of Master Trust	\$410,387	\$67,069
Plan's interest in earnings of Master Trust	\$376,272	\$61,711

^(A) Net appreciation in the fair value of investments included fees paid for investment management services of \$5,840 and \$5,932, for the years ended 30 September 2024 and 2023, respectively.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

(9) Derivative Financial Instruments

The Master Trust accounts for derivatives and hedging activities in accordance with ASC 815, *Derivatives and Hedging*, which requires that all derivative instruments not qualifying for hedge accounting be recorded on the Statements of Net Assets Available for Benefits at their respective fair values.

Through a mandate given to certain fixed income managers, the Master Trust may enter into certain derivative financial instruments within the guidelines of the Plan's investment policy in order to meet the Plan's primary investment objectives of payment of benefit obligations to Plan participants. The Master Trust uses derivatives as a tool to manage interest rate risk and as an investment strategy. The Master Trust may enter into the following types of derivative instruments: interest rate swaps, total return swaps, U.S. Treasury futures, and/or other fixed income derivatives. The objective of these instruments is to manage the effective duration of the Master Trust's assets to better match its defined benefit obligations, thereby protecting the funded ratio of the Salaried and Hourly Plans as interest rates fluctuate. The derivative instruments used in this manner adjust for interest rate and yield curve exposures and substitute for physical securities.

The derivative instruments outstanding as of period-end and the amounts of realized and unrealized gains and losses, as well as other income on derivative instruments during the period, serve as indicators of the volume of derivative activity for the Master Trust. Derivative financial instruments involve risk and, like other investments, will impact the Master Trust performance, either favorably or unfavorably, in response to market conditions.

When the Plan engages in over-the-counter transactions, there is exposure to counterparty credit loss in the event of nonperformance by the counterparties. The Plan's investment managers manage this exposure through credit approvals, counterparty risk limits, and monitoring procedures which may include the posting of collateral against unrealized loss positions.

Procedures are in place at the investment manager level to regularly monitor and report market and counterparty credit risks associated with these instruments. The Plan does not anticipate nonperformance by counterparties to these contracts, and no material loss would be expected from any such nonperformance over the amount of any collateral held.

Holding derivatives has a significant impact on cash flow. Daily mark-to-market adjustments and accumulated gains and losses can be large, depending on the volatility of the markets. The Master Trust has maintained the liquidity necessary to settle any losses under a variety of market conditions, including the most severe.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

As of 30 September 2024 and 2023, the Master Trust had the following derivatives not accounted for as hedging instruments:

	Fair Value			
	2024		2023	
	Asset Derivatives	Liability Derivatives	Asset Derivatives	Liability Derivatives
Interest Rate Swaps	\$7,891	\$—	\$13,892	(\$501)
Total Return Swaps	8,742	(4,331)	13,340	(50,514)
U.S. Treasury Futures	—	—	—	—
Total	<u>\$16,633</u>	<u>(\$4,331)</u>	<u>\$27,232</u>	<u>(\$51,015)</u>

The fair value of the derivatives are located within the Fixed Income Securities held by the Master Trust. Refer to Note 10, *Fair Value Measurements*, for a description of valuation methodologies. U.S. Treasury futures and exchange traded interest rate swaps are settled daily through a clearing broker using a variation margin account. Since the U.S. Treasury futures and exchange traded interest rate swaps are settled daily with an exchange, they have a zero value within the Fixed Income Securities line.

Gains (losses) on derivative financial instruments are included in net appreciation in fair value of investments. For the years ended 30 September 2024 and 2023, the Master Trust recognized in net appreciation the following for derivatives not accounted for as hedging instruments:

	2024	2023
Interest Rate Swaps	(\$4,788)	\$23,956
Total Return Swaps	(17,226)	(49,046)
U.S. Treasury Futures	13,379	(22,174)
Total	<u>(\$8,635)</u>	<u>(\$47,264)</u>

The following table summarizes the gross notional value of derivative contracts outstanding as of 30 September 2024 and 2023. The notional amounts provide an indication of the volume of the Master Trust's derivative activity and significantly exceed the fair value of the derivative investments, which is more representative of the economic exposure associated with derivatives in the Master Trust.

	2024	2023
Interest Rate Swaps	\$372,180	\$390,490
Total Return Swaps	1,223,470	1,109,990
U.S. Treasury Futures	209,525	239,075
Total	<u>\$1,805,175</u>	<u>\$1,739,555</u>

The Master Trust's investment managers address counterparty risk through the use of collateral support agreements for derivative instruments where the contracts' net values are fully collateralized daily. Other

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

derivatives are traded over exchanges, with the remaining exposure diversified among the investment managers who utilize multiple counterparties. Certain counterparty agreements permit net settlement of amount owed.

Certain derivative instruments are executed under agreements with counterparty financial institutions and exchanges that require either party to post collateral if the net exposure exceeds a pre-established threshold. As of 30 September 2024 and 2023, the net liability position of derivatives for which the exposure threshold has been exceeded is \$15,508 and \$49,384, respectively, which included exchange traded interest rate swaps and U.S. Treasury futures with a net liability value of \$14,211 and \$2,358, respectively, that are settled daily with an exchange. The Master Trust has posted collateral against this full amount. As of 30 September 2024 and 2023, the net asset position of derivatives for which the exposure threshold has been exceeded is \$13,885 and \$25,903, respectively, which included U.S. Treasury futures and exchange traded interest rate swaps with a net asset value of \$286 and \$2,660, respectively. The Master Trust has received collateral from our counterparties for this full amount.

(10) Fair Value Measurements

Fair value is defined as an exit price, or the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels as follows:

- Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 – Inputs that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the asset or liability.
- Level 3 – Inputs that are unobservable for the asset or liability based on the Company's own assumptions about the assumptions market participants would use in pricing the asset or liability.

The descriptions and fair value methodologies for investments are:

Cash and cash equivalents – The carrying amounts of cash and cash equivalents approximate fair value due to the short-term maturity.

Equity securities – Equity securities are valued at the closing market price reported on a U.S. or international exchange where the security is actively traded and are therefore classified as Level 1 assets.

Equity mutual funds – Shares of mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds are deemed to be actively traded and are classified as Level 1 assets.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

Equity pooled funds – Units of pooled funds are valued at the per unit NAV determined by the fund manager based on the value of the underlying traded holdings and are classified as Level 2 assets.

Fixed income securities – Corporate and government bonds, and related fixed income securities, are classified as Level 2 assets, as they are either valued at quoted market prices from observable pricing sources or valued based upon comparable securities with similar yields, credit ratings, or factors as of the reporting date. The Master Trust fixed income investments primarily include U.S. corporate bonds, U.S. treasury investments, interest rate swaps, total return swaps, and U.S. treasury future contracts. Interest rate and total return swaps are valued using the income approach and are based on estimates using standard pricing models. The models consider future cash flows as of the reporting date and utilize inputs that are derived from or corroborated by observable market data such as interest rate yield curves. U.S. treasury future contracts are valued using quoted market prices from observable pricing sources at the reporting date.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

Investments Measured at Fair Value

The following table sets forth by level, within the fair value hierarchy, the assets of the Master Trust at fair value as of 30 September 2024 and 2023 are summarized below:

	30 September 2024			
	Total	Level 1	Level 2	Level 3
Cash and cash equivalents	\$313	\$313	\$—	\$—
Equity securities	319,995	319,995	—	—
Equity pooled funds	204,727	—	204,727	—
Fixed income securities	1,844,664	—	1,844,664	—
Total	<u>\$2,369,699</u>	<u>\$320,308</u>	<u>\$2,049,391</u>	<u>\$—</u>
Investments measured at NAV:				
Real estate pooled funds ^(A)	<u>148,855</u>			
Total Master Trust investments	<u><u>\$2,518,554</u></u>			

	30 September 2023			
	Total	Level 1	Level 2	Level 3
Cash and cash equivalents	\$549	\$549	\$—	\$—
Equity securities	143,031	143,031	—	—
Equity mutual funds	105,230	105,230	—	—
Equity pooled funds	187,693	—	187,693	—
Fixed income securities	1,661,795	—	1,661,795	—
Total	<u>\$2,098,298</u>	<u>\$248,810</u>	<u>\$1,849,488</u>	<u>\$—</u>
Investments measured at NAV:				
Real estate pooled funds ^(A)	<u>186,639</u>			
Total Master Trust investments	<u><u>\$2,284,937</u></u>			

^(A) Real estate pooled funds consist of funds that invest in properties. These funds generally allow quarterly redemption with 30 days' notice. Timing for redemption could be delayed based on the priority of the request and the availability of funds, and there are no unfunded commitments. Interests in these funds are valued using the NAV per share practical expedient and are not classified in the fair value hierarchy.

(11) Exempt Party-in-Interest Transactions

The Master Trust holds investments in funds which are managed by Fidelity. Fidelity is the trustee for the Plan, and therefore these transactions qualify as exempt party-in-interest transactions. Fees paid for management services were included in the net return earned on the funds.

AIR PRODUCTS AND CHEMICALS, INC.
PENSION PLAN FOR SALARIED EMPLOYEES

Notes to Financial Statements

As of and for the Years Ended 30 September 2024 and 2023

(In thousands)

(12) Subsequent Events

The Plan has evaluated subsequent events through 25 June 2025, the date these financial statements were available to be issued.

SCHEDULE SB ATTACHMENTS

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

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-
40-44	8	36	1	0	0	4	0	0	0	0	49
	-	157,788	-	-	-	-	-	-	-	-	152,859
45-49	2	41	51	0	4	14	3	1	0	0	116
	-	153,908	150,717	-	-	-	-	-	-	-	144,419
50-54	5	41	73	37	14	26	29	16	2	0	243
	-	141,672	146,262	149,354	-	105,794	157,389	-	-	-	137,450
55-59	1	23	48	47	49	32	32	54	20	1	307
	-	138,317	156,205	158,352	151,263	113,860	156,063	138,111	126,164	-	144,591
60-64	2	12	18	20	21	30	39	55	61	22	280
	-	-	-	152,029	137,306	125,907	128,217	141,557	148,228	125,777	134,234
65-69	0	0	1	2	3	7	12	10	5	21	61
	-	-	-	-	-	-	-	-	-	141,444	134,349
70 & over	0	0	0	0	1	1	1	2	1	8	14
	-	-	-	-	-	-	-	-	-	-	-
Total	19	153	192	106	92	114	116	138	89	52	1,071
	-	146,233	145,115	153,317	136,389	113,609	145,505	137,777	141,790	133,663	139,777

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

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees

EIN / PN: 23-1274455 / 002

Plan Sponsor: Air Products and Chemicals, Inc.

Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month June
- Interest rate basis 3-Segment Rates

Interest rates:	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	3.03%
• Second segment rate	5.00%	4.11%
• Third segment rate	5.74%	4.27%
• Effective interest rate	5.20%	4.09%

Annual rates of increase:

- Compensation 3.50%
- Future Social Security wage bases 2.75%
- Statutory limits on compensation 2.75%

Administrative expenses \$6,600,000; calculated by adjusting the actual prior year expenses with inflation and for changes in PBGC premiums and rounded to the nearest one hundred thousand.

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee is hired.

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

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Mortality:

- Healthy

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021).

Representative rates are shown below. Rates prior to age 65 are the non-annuitant rates and rates for ages 65 and later are the annuitant rates:

Age	Males	Females
20	0.000194	0.000082
25	0.000276	0.000101
30	0.000321	0.000143
35	0.000436	0.000217
40	0.000542	0.000299
45	0.000750	0.000423
50	0.001169	0.000654
55	0.001898	0.001100
60	0.003483	0.001865
65	0.008992	0.006378
70	0.014211	0.010311
75	0.023860	0.017832
80	0.042409	0.032611
85	0.076650	0.061163

- Disabled

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021).

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Termination rates (not due to disability or retirement)

The rates at which participants are assumed to leave the Company by age are shown below:

Age	Percentage leaving during the year
25	13.2%
30	10.4%
35	8.1%
40	6.3%
45	5.2%
50	3.9%
55	2.2%
60	0.8%

Disability

None

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Age	Percentage retiring during the year
55 – 57	5%
58 – 62	10%
63	25%
64 – 65	20%
66	65%
67 – 69	30%
70	100%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 65 or termination of employment
- Retirement benefit Upon termination of employment

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Form of payment

Participants not eligible for the lump sum:

100% of married participants elect the 50% contingent annuity and 100% of single participants elect the single life annuity

Participants eligible for the lump sum:

50% of eligible participants elect the lump sum; 50% of married participants elect the 50% contingent annuity, and 50% of single participants elect the single life annuity

Calculation of lump sum:

Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d)-1(f)(4) without application of generational mortality.

Percent married

85% of eligible male participants are assumed to be married, and 60% of eligible female participants are assumed to be married.

Spouse age

Male participants are assumed to be 2 years older than their spouses, and female participants are assumed to be 2 years younger than their spouses.

Covered pay

Assumed plan compensation for the year beginning on the valuation date was determined as base salary received during the fiscal year ending September 30, 2023, increased by the salary scale of 3.50% per year.

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month, and lump sum payments are payable on date of decrement.

Amount and timing of contributions

Contributions are assumed to be made on the last day required to meet quarterly and minimum funding requirements.

Funding policy

Air Products and Chemicals, Inc.'s funding policy is to contribute an amount equal to the minimum required contribution. Air Products and Chemicals, Inc. considers each year whether to contribute additional amounts (e.g., to reach certain funded status thresholds to not be subject to benefit restrictions, at-risk status, ERISA 4010 filings, or other requirements).

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses, and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2022 plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued except for the Enhanced Early Retirement benefit which is valued as the event occurs. Willis Towers Watson has reviewed the plan provisions with Air Products and Chemicals, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$1,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

Air Products and Chemicals, Inc. through its third party administrator, furnished participant data as of October 1, 2023. Information on assets, contributions, and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with the plan sponsor, the following assumptions were made for missing or apparently inconsistent data elements:

- Birth dates were assumed to be the first day of the month.
- Deferred beneficiary records include estimated benefit amounts and payment start dates.

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

Assumptions Rationale – Significant Economic Assumptions

Rates of increase in:

- CPI
The assumed CPI is 2.75%, based on forecasts prepared by economists. We believe that the assumption chosen does not significantly conflict with what would be reasonable based on the assumed future CPI increases inherent in current bond rates and an assumption that CPI will increase in the future and the historical variability of CPI.
- National Average Wages (NAW)
The assumed NAW of 2.75% is based on assumed CPI as shown above, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists. We believe that the assumption chosen does not significantly conflict with what would be reasonable.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Termination

Assumed termination rates differ by age because of expected differences in termination rates by age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Retirement

Assumed retirement rates differ by age because of expected differences in retirement rates by age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Benefit commencement date for deferred benefits:

- Preretirement death benefit

Surviving spouses are assumed to begin benefits at the earliest permitted commencement date. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

- Deferred vested benefit

Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible. Deferred vested early commencement factors are approximately actuarially equivalent so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Marital assumptions:

- Percent married

The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

- Spouse age
The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

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

Changes in Assumptions and Methods

- Changes in assumptions and methods since prior valuation**
- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
 - The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by the guidance issued by IRC under §430.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning	10/01/2023	and ending	09/30/2024
Round off amounts to nearest dollar.			
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.			

A Name of plan AIR PRODUCTS AND CHEMICALS, INC. PENSION PLAN FOR SALARIED EMPLOYEES		B Three-digit plan number (PN)	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Air Products And Chemicals, Inc.		D Employer Identification Number (EIN) 23-1274455	
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 10 Day 01 Year 2023			
2 Assets:			
a Market value		2a	2,108,528,672
b Actuarial value		2b	2,319,381,539
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	4,948	1,792,044,941	1,792,044,941
b For terminated vested participants	1,644	186,627,275	186,627,275
c For active participants	1,071	314,076,781	324,740,696
d Total	7,663	2,292,748,997	2,303,412,912
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	5.20%
6 Target normal cost			
a Present value of current plan year accruals		6a	20,427,316
b Expected plan-related expenses		6b	6,600,000
c Target normal cost		6c	27,027,316

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 Kathleen Eichner Signature of actuary Kathleen Eichner Type or print name of actuary Willis Towers Watson US LLC Firm name 150 JFK Parkway Suite 520 Short Hills NJ 07078 Address of the firm	6/24/2025 Date 2306046 Most recent enrollment number 973-290-2523 Telephone number (including area code)
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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).....	181,533,657	156,420,790
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	25,009,746	0
9 Amount remaining (line 7 minus line 8)	156,523,911	156,420,790
10 Interest on line 9 using prior year's actual return of <u>2.94</u> %	4,601,803	4,598,771
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>5.37</u> %.....		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
c Total available at beginning of current plan year to add to prefunding balance.....		0
d Portion of (c) to be added to prefunding balance.....		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	161,125,714	161,019,561

Part III Funding Percentages		
14 Funding target attainment percentage	14	86.70 %
15 Adjusted funding target attainment percentage	15	100.69 %
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	100.24 %
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
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 64
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	27,027,316	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
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	27,027,316	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	27,027,316	0	27,027,316
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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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Air Products and Chemicals, Inc.
EIN/PN	23-1274455 / 002
Plan Name	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
Valuation Date	October 1, 2023
Enrolled Actuary	Kathleen Eichner
Enrollment Number	23-06046

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

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

SCHEDULE SB ATTACHMENTS

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

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

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month June
- Interest rate basis 3-Segment Rates

Interest rates:	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	3.03%
• Second segment rate	5.00%	4.11%
• Third segment rate	5.74%	4.27%
• Effective interest rate	5.20%	4.09%

Annual rates of increase:

- Compensation 3.50%
- Future Social Security wage bases 2.75%
- Statutory limits on compensation 2.75%

Administrative expenses \$6,600,000; calculated by adjusting the actual prior year expenses with inflation and for changes in PBGC premiums and rounded to the nearest one hundred thousand.

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee is hired.

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

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
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Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Mortality:

- Healthy

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021).

Representative rates are shown below. Rates prior to age 65 are the non-annuitant rates and rates for ages 65 and later are the annuitant rates:

Age	Males	Females
20	0.000194	0.000082
25	0.000276	0.000101
30	0.000321	0.000143
35	0.000436	0.000217
40	0.000542	0.000299
45	0.000750	0.000423
50	0.001169	0.000654
55	0.001898	0.001100
60	0.003483	0.001865
65	0.008992	0.006378
70	0.014211	0.010311
75	0.023860	0.017832
80	0.042409	0.032611
85	0.076650	0.061163

- Disabled

Separate rates for non-annuitants (based on RP-2014 “Employees” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021) and annuitants (based on RP-2014 “Healthy Annuitants” table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with generational projection using Scale MP-2021).

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Termination rates (not due to disability or retirement)

The rates at which participants are assumed to leave the Company by age are shown below:

Age	Percentage leaving during the year
25	13.2%
30	10.4%
35	8.1%
40	6.3%
45	5.2%
50	3.9%
55	2.2%
60	0.8%

Disability

None

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Age	Percentage retiring during the year
55 – 57	5%
58 – 62	10%
63	25%
64 – 65	20%
66	65%
67 – 69	30%
70	100%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit The later of age 65 or termination of employment
- Retirement benefit Upon termination of employment

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Form of paymentParticipants not eligible for the lump sum:

100% of married participants elect the 50% contingent annuity and 100% of single participants elect the single life annuity

Participants eligible for the lump sum:

50% of eligible participants elect the lump sum; 50% of married participants elect the 50% contingent annuity, and 50% of single participants elect the single life annuity

Calculation of lump sum:

Lump sums were valued using the substitution of annuity form under IRS Regulation 1.430(d)-1(f)(4) without application of generational mortality.

Percent married

85% of eligible male participants are assumed to be married, and 60% of eligible female participants are assumed to be married.

Spouse age

Male participants are assumed to be 2 years older than their spouses, and female participants are assumed to be 2 years younger than their spouses.

Covered pay

Assumed plan compensation for the year beginning on the valuation date was determined as base salary received during the fiscal year ending September 30, 2023, increased by the salary scale of 3.50% per year.

Timing of benefit payments

Annuity payments are payable monthly at the beginning of the month, and lump sum payments are payable on date of decrement.

Amount and timing of contributions

Contributions are assumed to be made on the last day required to meet quarterly and minimum funding requirements.

Funding policy

Air Products and Chemicals, Inc.'s funding policy is to contribute an amount equal to the minimum required contribution. Air Products and Chemicals, Inc. considers each year whether to contribute additional amounts (e.g., to reach certain funded status thresholds to not be subject to benefit restrictions, at-risk status, ERISA 4010 filings, or other requirements).

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses, and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2022 plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued except for the Enhanced Early Retirement benefit which is valued as the event occurs. Willis Towers Watson has reviewed the plan provisions with Air Products and Chemicals, Inc. and, based on that review, is not aware of any significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$1,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

Air Products and Chemicals, Inc. through its third party administrator, furnished participant data as of October 1, 2023. Information on assets, contributions, and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with the plan sponsor, the following assumptions were made for missing or apparently inconsistent data elements:

- Birth dates were assumed to be the first day of the month.
- Deferred beneficiary records include estimated benefit amounts and payment start dates.

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

Assumptions Rationale – Significant Economic Assumptions

Rates of increase in:

- CPI
The assumed CPI is 2.75%, based on forecasts prepared by economists. We believe that the assumption chosen does not significantly conflict with what would be reasonable based on the assumed future CPI increases inherent in current bond rates and an assumption that CPI will increase in the future and the historical variability of CPI.
- National Average Wages (NAW)
The assumed NAW of 2.75% is based on assumed CPI as shown above, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists. We believe that the assumption chosen does not significantly conflict with what would be reasonable.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Assumptions Rationale – Significant Demographic Assumptions

Termination	Assumed termination rates differ by age because of expected differences in termination rates by age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Retirement	Assumed retirement rates differ by age because of expected differences in retirement rates by age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
• Deferred vested benefit	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible. Deferred vested early commencement factors are approximately actuarially equivalent so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant. For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.
Marital assumptions:	
• Percent married	The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

- Spouse age

The assumed age difference for spouses is based on general population statistics of the age difference for married individuals of retirement age. For this reason, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Source of Prescribed Methods

Funding methods

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

Changes in Assumptions and Methods

Changes in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by the guidance issued by IRC under §430.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective date	January 1, 1957. Latest amendment effective August 1, 2016.
Eligibility for participation	All regular salaried employees on first day of employment, if hired prior to January 1, 2005 and elected to participate in the Plan.

Definitions

Vesting service	One year of Vesting Service for each year in which an employee works at least 1,000 hours. For participants under an Integrated Plan, this is calculated from original eligibility date.
Credited service	One year of Credited Service for each year in which an employee works at least 2,080 hours. Fractional credit is given for service between 1,000 and 2,080 hours per year.
Compensation	Annual base earnings paid to a participant excluding bonus, overtime, shift differentials and other payments, subject to a maximum amount in accordance with the Internal Revenue Code Section 401(a)(17) compensation limits.
Final average compensation	The average of a participant's Compensation for the highest 36 consecutive months during the last 120 months preceding termination or retirement.
Average social security earnings bases	The 35-year average of the Social Security wage bases ending in the year prior to separation from service, calculated assuming that the participant as attained Social Security retirement age in the current year.

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Integrated retirement plan

The Pension Plan of the Southern Oxygen Company Division; the Balbach Contributory Pension Plan of the former Balbach Company Division; the Group Annuity Plan of the Hourdry Division; the Retirement Plan for Employees of the former Escambia Chemical Corporation; the Retirement Annuity Plan of Exomet Incorporated, the Foregger Company, Inc. Retirement Plan for Employees, Arcair Company Employees Pension Trust, Retirement Plan for Employees of Carpenter Technology Corporation (Gardner Cryogenics), Pacific Anchor Chemical Company DB Pension Plan, GSF Energy, Inc. Pension Plan, Industrial Gas and Supply Company.

Eligibility for Benefits

Normal retirement

The first of the month following attainment of age 65.

Early retirement

Attainment of age 55 and completion of five years of Vesting Service.

For participants at least age 50 at December 31, 2004:

They are eligible for unreduced early retirement benefits if they have attained age 55 with the sum of age plus Vesting Service at that date totaling at least 80, or they have attained age 62 and completed five years of Vesting Service.

For participants not yet age 50 at December 31, 2004:

They are eligible to receive unreduced early retirement benefits if they have attained age 62 and completed five years of Vesting Service.

For service accruals prior to December 31, 2004:

They are eligible for unreduced benefits if they have attained age 55 with the sum of age plus Vesting Service at that date totaling at least 80.

Postponed retirement

The first day of any month following normal retirement date.

Vested termination

Completion of five years of Vesting Service.

Preretirement spouse's benefit

Spouses of vested participants.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Postretirement spouse benefit	None, except as provided by optional forms of benefit.
Enhanced early retirement	Certain participants involuntary terminated who are between ages 50 and 55 with twenty or more years of Credited Service.

Benefits Paid Upon the Following Events

Normal retirement	<u>Prospective Annual Benefit:</u> The greater of (i) or (ii) below: (i) 1.184% of Final Average Compensation not in excess of the Average Social Security Earnings Base multiplied by Credited Service up to 35 years, plus 1.5% of Final Average Compensation in excess of the Average Social Security Earnings Base, multiplied by Credited Service up to 35 years, plus 1.5% of Final Average Compensation multiplied by credited service over 35 years. (ii) \$144 for each year of Credited Service <u>For participants who participated under an Integrated Retirement Plan (except for the Arcair Company Employees Pension Trust):</u> The benefit described above in the Prospective Annual Benefits section, based only on Credited Service in this plan, plus an amount equal to the benefit the participant would have been entitled to receive under the Integrated Retirement Plan based on Credited Service under such plan, plus 2% of the Integrated Retirement Plan benefit multiplied by Credited Service in this plan. <u>For participants who are former employees of the Air Reduction Company; Abbott Laboratories; ValChem Division United Merchants and Manufacturers, Inc.; Intex; Permia, Inc.; and Solkatronic Chemicals Inc.:</u> The benefit described in the Prospective Annual Benefits section, based only on Credited Service in this plan, plus 2% of the amount the participant is entitled to receive under his or her previous employer's plan multiplied by Credited Service in this plan. <u>For participants who are former employees of IGS:</u> The benefit described above in the Prospective Annual Benefits sections, based only on Credited Service in this plan, plus an amount equal to the benefit the participant would have been entitled to receive under the IGS Pension Plan based on Credited Service under that plan.
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Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Early retirement

Prospective Annual Benefit:

Benefit described above, based on the participant's Credited Service and Final Average Compensation at date of termination, reduced by 3% for each year the participant's early retirement date precedes the date he would first be eligible for an unreduced benefit.

Postponed retirement

The benefit described above is payable on actual retirement date.

Vested benefit

Benefit described above, based on Credited Service and Final Average Compensation at date of termination, payable at age 65. Participants may elect retirement at age 55 or later, with benefits reduced 6% for each year commencement precedes age 65.

Preretirement spouse's benefit

Prospective Annual Benefit:

Depending on the participant's age at death, one of the following, but in no event less than the benefit provided by any Integrated Retirement Plan, if applicable:

- (i) If the participant dies after reaching age 55, 50% of the benefit described in *Early Retirement Benefit* above for which the participant would have been eligible if he had retired on the date of his death.
- (ii) If the participant dies between the ages of 50 and 55, 50% of the benefit described in *Early Retirement Benefit* above for which the participant would have been eligible had he lived to age 55 and retired on that date, based on Credited Service on date of death.
- (iii) If the participant dies before age 50, 50% of the benefit described in *Vested Benefit* above for which the participant would have been eligible had he terminated employment on the date of his death, lived to age 55, and elected to commence benefits on that date, payable at age 50.

Duration of Benefit:

The lifetime of the spouse.

Postretirement spouse benefit

None, except as provided by optional forms of benefit.

Enhanced early retirement

Benefit described in *Early Retirement Benefit* above, payable at age 55.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment:

Normal form	The normal form of payment is a life annuity for single participants and a reduced 50% contingent annuity for married participants.
Optional form	Life annuity, 50%, 75%, or 100% contingent annuity, lump sum (only available to participants with a lump sum less than \$100,000) Actuarial equivalence is based on the Revenue Ruling 2001-62 mortality table and a 6% interest rate.

Pension increases None

Employee contributions None

Maximum on benefits and pay Benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Future Plan Changes

No future plan provisions were recognized in determining funding requirements. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

Substantive Commitment

None.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	1	0	0	0	0	0	0	0	0	0	1
40-44	-	-	-	-	-	-	-	-	-	-	-
45-49	8	36	1	0	0	4	0	0	0	0	49
50-54	-	157,788	-	-	-	-	-	-	-	-	152,859
55-59	2	41	51	0	4	14	3	1	0	0	116
60-64	-	153,908	150,717	-	-	-	-	-	-	-	144,419
65-69	5	41	73	37	14	26	29	16	2	0	243
70 & over	-	141,672	146,262	149,354	-	105,794	157,389	-	-	-	137,450
Total	1	23	48	47	49	32	32	54	20	1	307
	-	138,317	156,205	158,352	151,263	113,860	156,063	138,111	126,164	-	144,591
	2	12	18	20	21	30	39	55	61	22	280
	-	-	-	152,029	137,306	125,907	128,217	141,557	148,228	125,777	134,234
	0	0	1	2	3	7	12	10	5	21	61
	-	-	-	-	-	-	-	-	-	141,444	134,349
	0	0	0	0	1	1	1	2	1	8	14
	-	-	-	-	-	-	-	-	-	-	-
Total	19	153	192	106	92	114	116	138	89	52	1,071
	-	146,233	145,115	153,317	136,389	113,609	145,505	137,777	141,790	133,663	139,777

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

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,457,009	1,635,727	155,142,700	159,235,436
2024	7,014,700	2,623,050	153,027,388	162,665,138
2025	10,821,570	3,847,594	150,724,096	165,393,260
2026	14,079,158	5,269,495	148,225,903	167,574,556
2027	16,952,899	6,967,347	145,525,117	169,445,363
2028	19,387,014	9,065,343	142,613,475	171,065,832
2029	21,406,697	11,123,391	139,482,301	172,012,389
2030	22,999,549	12,444,123	136,122,773	171,566,445
2031	24,274,509	13,686,223	132,526,553	170,487,285
2032	25,341,342	14,951,245	128,686,357	168,978,944
2033	26,201,267	15,873,900	124,596,548	166,671,715
2034	26,834,703	16,686,441	120,253,648	163,774,792
2035	27,254,453	17,332,854	115,656,854	160,244,161
2036	27,500,999	17,667,166	110,808,662	155,976,827
2037	27,604,163	17,777,191	105,715,662	151,097,016
2038	27,552,114	17,806,016	100,389,618	145,747,748
2039	27,352,921	17,718,396	94,848,547	139,919,864
2040	27,038,780	17,462,693	89,117,286	133,618,759
2041	26,610,498	17,146,326	83,227,610	126,984,434
2042	26,070,806	16,784,381	77,218,260	120,073,447
2043	25,430,369	16,318,447	71,134,682	112,883,498
2044	24,699,320	15,773,070	65,028,791	105,501,181
2045	23,874,625	15,155,285	58,958,346	97,988,256
2046	22,966,910	14,487,262	52,985,143	90,439,315
2047	21,981,320	13,774,449	47,172,808	82,928,577
2048	20,922,431	13,009,500	41,584,234	75,516,165
2049	19,794,803	12,209,450	36,278,581	68,282,834
2050	18,606,974	11,379,769	31,308,509	61,295,252
2051	17,369,522	10,527,580	26,717,574	54,614,676
2052	16,094,764	9,661,536	22,538,084	48,294,384
2053	14,797,050	8,791,552	18,789,661	42,378,263
2054	13,492,554	7,928,371	15,478,948	36,899,873
2055	12,197,915	7,083,075	12,600,129	31,881,119
2056	10,929,721	6,266,504	10,136,128	27,332,353
2057	9,703,665	5,488,581	8,060,474	23,252,720
2058	8,533,843	4,757,844	6,339,689	19,631,376
2059	7,432,327	4,081,075	4,935,685	16,449,087
2060	6,408,746	3,463,087	3,808,060	13,679,893
2061	5,470,060	2,906,786	2,916,323	11,293,169
2062	4,620,485	2,413,143	2,221,632	9,255,260
2063	3,861,605	1,981,261	1,688,154	7,531,020
2064	3,192,568	1,608,668	1,284,009	6,085,245
2065	2,610,446	1,291,621	981,639	4,883,706
2066	2,110,565	1,025,450	757,866	3,893,881
2067	1,686,895	804,924	593,725	3,085,544
2068	1,332,487	624,582	474,059	2,431,128
2069	1,039,909	478,991	387,017	1,905,917
2070	801,562	362,946	323,529	1,488,037
2071	610,015	271,627	276,800	1,158,442
2072	458,192	200,694	241,827	900,713

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
 EIN / PN: 23-1274455 / 002
 Plan Sponsor: Air Products and Chemicals, Inc.
 Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Air Products and Chemicals, Inc.
EIN/PN	23-1274455 / 002
Plan Name	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
Valuation Date	October 1, 2023
Enrolled Actuary	Kathleen Eichner
Enrollment Number	23-06046

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

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

SCHEDULE SB ATTACHMENTS

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

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

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	2,457,009	1,635,727	155,142,700	159,235,436
2024	7,014,700	2,623,050	153,027,388	162,665,138
2025	10,821,570	3,847,594	150,724,096	165,393,260
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2035	27,254,453	17,332,854	115,656,854	160,244,161
2036	27,500,999	17,667,166	110,808,662	155,976,827
2037	27,604,163	17,777,191	105,715,662	151,097,016
2038	27,552,114	17,806,016	100,389,618	145,747,748
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2051	17,369,522	10,527,580	26,717,574	54,614,676
2052	16,094,764	9,661,536	22,538,084	48,294,384
2053	14,797,050	8,791,552	18,789,661	42,378,263
2054	13,492,554	7,928,371	15,478,948	36,899,873
2055	12,197,915	7,083,075	12,600,129	31,881,119
2056	10,929,721	6,266,504	10,136,128	27,332,353
2057	9,703,665	5,488,581	8,060,474	23,252,720
2058	8,533,843	4,757,844	6,339,689	19,631,376
2059	7,432,327	4,081,075	4,935,685	16,449,087
2060	6,408,746	3,463,087	3,808,060	13,679,893
2061	5,470,060	2,906,786	2,916,323	11,293,169
2062	4,620,485	2,413,143	2,221,632	9,255,260
2063	3,861,605	1,981,261	1,688,154	7,531,020
2064	3,192,568	1,608,668	1,284,009	6,085,245
2065	2,610,446	1,291,621	981,639	4,883,706
2066	2,110,565	1,025,450	757,866	3,893,881
2067	1,686,895	804,924	593,725	3,085,544
2068	1,332,487	624,582	474,059	2,431,128
2069	1,039,909	478,991	387,017	1,905,917
2070	801,562	362,946	323,529	1,488,037
2071	610,015	271,627	276,800	1,158,442
2072	458,192	200,694	241,827	900,713

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
 EIN / PN: 23-1274455 / 002
 Plan Sponsor: Air Products and Chemicals, Inc.
 Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

Effective date	January 1, 1957. Latest amendment effective August 1, 2016.
Eligibility for participation	All regular salaried employees on first day of employment, if hired prior to January 1, 2005 and elected to participate in the Plan.

Definitions

Vesting service	One year of Vesting Service for each year in which an employee works at least 1,000 hours. For participants under an Integrated Plan, this is calculated from original eligibility date.
Credited service	One year of Credited Service for each year in which an employee works at least 2,080 hours. Fractional credit is given for service between 1,000 and 2,080 hours per year.
Compensation	Annual base earnings paid to a participant excluding bonus, overtime, shift differentials and other payments, subject to a maximum amount in accordance with the Internal Revenue Code Section 401(a)(17) compensation limits.
Final average compensation	The average of a participant's Compensation for the highest 36 consecutive months during the last 120 months preceding termination or retirement.
Average social security earnings bases	The 35-year average of the Social Security wage bases ending in the year prior to separation from service, calculated assuming that the participant as attained Social Security retirement age in the current year.

Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Integrated retirement plan

The Pension Plan of the Southern Oxygen Company Division; the Balbach Contributory Pension Plan of the former Balbach Company Division; the Group Annuity Plan of the Hourdry Division; the Retirement Plan for Employees of the former Escambia Chemical Corporation; the Retirement Annuity Plan of Exomet Incorporated, the Foregger Company, Inc. Retirement Plan for Employees, Arcair Company Employees Pension Trust, Retirement Plan for Employees of Carpenter Technology Corporation (Gardner Cryogenics), Pacific Anchor Chemical Company DB Pension Plan, GSF Energy, Inc. Pension Plan, Industrial Gas and Supply Company.

Eligibility for Benefits

Normal retirement

The first of the month following attainment of age 65.

Early retirement

Attainment of age 55 and completion of five years of Vesting Service.

For participants at least age 50 at December 31, 2004:

They are eligible for unreduced early retirement benefits if they have attained age 55 with the sum of age plus Vesting Service at that date totaling at least 80, or they have attained age 62 and completed five years of Vesting Service.

For participants not yet age 50 at December 31, 2004:

They are eligible to receive unreduced early retirement benefits if they have attained age 62 and completed five years of Vesting Service.

For service accruals prior to December 31, 2004:

They are eligible for unreduced benefits if they have attained age 55 with the sum of age plus Vesting Service at that date totaling at least 80.

Postponed retirement

The first day of any month following normal retirement date.

Vested termination

Completion of five years of Vesting Service.

Preretirement spouse's benefit

Spouses of vested participants.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
Plan Sponsor: Air Products and Chemicals, Inc.
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Postretirement spouse benefit	None, except as provided by optional forms of benefit.
Enhanced early retirement	Certain participants involuntary terminated who are between ages 50 and 55 with twenty or more years of Credited Service.

Benefits Paid Upon the Following Events

Normal retirement	<u>Prospective Annual Benefit:</u> The greater of (i) or (ii) below: (i) 1.184% of Final Average Compensation not in excess of the Average Social Security Earnings Base multiplied by Credited Service up to 35 years, plus 1.5% of Final Average Compensation in excess of the Average Social Security Earnings Base, multiplied by Credited Service up to 35 years, plus 1.5% of Final Average Compensation multiplied by credited service over 35 years. (ii) \$144 for each year of Credited Service <u>For participants who participated under an Integrated Retirement Plan (except for the Arcair Company Employees Pension Trust):</u> The benefit described above in the Prospective Annual Benefits section, based only on Credited Service in this plan, plus an amount equal to the benefit the participant would have been entitled to receive under the Integrated Retirement Plan based on Credited Service under such plan, plus 2% of the Integrated Retirement Plan benefit multiplied by Credited Service in this plan. <u>For participants who are former employees of the Air Reduction Company; Abbott Laboratories; ValChem Division United Merchants and Manufacturers, Inc.; Intex; Permia, Inc.; and Solkatronic Chemicals Inc.:</u> The benefit described in the Prospective Annual Benefits section, based only on Credited Service in this plan, plus 2% of the amount the participant is entitled to receive under his or her previous employer's plan multiplied by Credited Service in this plan. <u>For participants who are former employees of IGS:</u> The benefit described above in the Prospective Annual Benefits sections, based only on Credited Service in this plan, plus an amount equal to the benefit the participant would have been entitled to receive under the IGS Pension Plan based on Credited Service under that plan.
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Plan Name:	Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN:	23-1274455 / 002
Plan Sponsor:	Air Products and Chemicals, Inc.
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Early retirement

Prospective Annual Benefit:

Benefit described above, based on the participant's Credited Service and Final Average Compensation at date of termination, reduced by 3% for each year the participant's early retirement date precedes the date he would first be eligible for an unreduced benefit.

Postponed retirement

The benefit described above is payable on actual retirement date.

Vested benefit

Benefit described above, based on Credited Service and Final Average Compensation at date of termination, payable at age 65. Participants may elect retirement at age 55 or later, with benefits reduced 6% for each year commencement precedes age 65.

Preretirement spouse's benefit

Prospective Annual Benefit:

Depending on the participant's age at death, one of the following, but in no event less than the benefit provided by any Integrated Retirement Plan, if applicable:

- (i) If the participant dies after reaching age 55, 50% of the benefit described in *Early Retirement Benefit* above for which the participant would have been eligible if he had retired on the date of his death.
- (ii) If the participant dies between the ages of 50 and 55, 50% of the benefit described in *Early Retirement Benefit* above for which the participant would have been eligible had he lived to age 55 and retired on that date, based on Credited Service on date of death.
- (iii) If the participant dies before age 50, 50% of the benefit described in *Vested Benefit* above for which the participant would have been eligible had he terminated employment on the date of his death, lived to age 55, and elected to commence benefits on that date, payable at age 50.

Duration of Benefit:

The lifetime of the spouse.

Postretirement spouse benefit

None, except as provided by optional forms of benefit.

Enhanced early retirement

Benefit described in *Early Retirement Benefit* above, payable at age 55.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
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Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment:

Normal form	The normal form of payment is a life annuity for single participants and a reduced 50% contingent annuity for married participants.
Optional form	Life annuity, 50%, 75%, or 100% contingent annuity, lump sum (only available to participants with a lump sum less than \$100,000) Actuarial equivalence is based on the Revenue Ruling 2001-62 mortality table and a 6% interest rate.

Pension increases None

Employee contributions None

Maximum on benefits and pay Benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective.

Future Plan Changes

No future plan provisions were recognized in determining funding requirements. WTW is not aware of any future plan changes which are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

Substantive Commitment

None.

Plan Name: Air Products and Chemicals, Inc. Pension Plan for Salaried Employees
EIN / PN: 23-1274455 / 002
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