

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 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here.▶ ☒
D	Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 006
1c	Effective date of plan 12/31/1942
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) TEXTRON INC. 40 WESTMINSTER STREET PROVIDENCE, RI 02903-2525
2b	Employer Identification Number (EIN) 05-0315468
2c	Plan Sponsor's telephone number 401-421-2800
2d	Business code (see instructions) 339900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	07/10/2025	JOYCE LAFOND
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor TEXTRON INC. 40 WESTMINSTER STREET PROVIDENCE, RI 02903	3b Administrator's EIN 05-0315468 3c Administrator's telephone number 401-421-2800																						
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN																						
5 Total number of participants at the beginning of the plan year	5 11861																						
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td colspan="2" style="height: 20px;"></td></tr> <tr><td style="width: 15%;">6a(1)</td><td style="text-align: right;">2671</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">2461</td></tr> <tr><td>6b</td><td style="text-align: right;">5525</td></tr> <tr><td>6c</td><td style="text-align: right;">1477</td></tr> <tr><td>6d</td><td style="text-align: right;">9463</td></tr> <tr><td>6e</td><td style="text-align: right;">2097</td></tr> <tr><td>6f</td><td style="text-align: right;">11560</td></tr> <tr><td>6g(1)</td><td></td></tr> <tr><td>6g(2)</td><td></td></tr> <tr><td>6h</td><td style="text-align: right;">6</td></tr> </table>			6a(1)	2671	6a(2)	2461	6b	5525	6c	1477	6d	9463	6e	2097	6f	11560	6g(1)		6g(2)		6h	6
6a(1)	2671																						
6a(2)	2461																						
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6d	9463																						
6e	2097																						
6f	11560																						
6g(1)																							
6g(2)																							
6h	6																						
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7																						
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1B 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:																							

9a Plan funding arrangement (check all that apply) (1) ☐ 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>0</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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 006
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF TEXTRON INC.	D Employer Identification Number (EIN) 05-0315468
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	2252699609	
b	Actuarial value	2b	2362884050	
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	8693	1177241369	1177241369
b	For terminated vested participants	2116	150932182	150932182
c	For active participants	2831	496488556	498991061
d	Total	13640	1824662107	1827164612
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	5.12 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	32469446	
b	Expected plan-related expenses	6b	3800000	
c	Target normal cost	6c	36269446	

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 JOSEPH A GRONDIN Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 26555 EVERGREEN ROAD SUITE 1600 SOUTHFIELD, MI 48076 Address of the firm	05/15/2025 Date 23-06662 Most recent enrollment number 248-936-7700 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)	0	310345844
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	310345844
10 Interest on line 9 using prior year's actual return of 11.20 %	0	34758735
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.24 %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	345104579

Part III Funding Percentages

14 Funding target attainment percentage	14	110.43 %
15 Adjusted funding target attainment percentage	15	129.31 %
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	111.63 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 65
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Demographic and benefit information	
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	36269446	
b Excess assets, if applicable, but not greater than line 31a	31b	36269446	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

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

SCHEDULE C (Form 5500) 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
		2024
		This Form is Open to Public Inspection.

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

A Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 006
C Plan sponsor's name as shown on line 2a of Form 5500 TEXTRON INC.	D Employer Identification Number (EIN) 05-0315468

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

Yes

☒

No
- b

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

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

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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)

TEXTRON INC.

05-0315468

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14 50	ADMINISTRATOR	1714076	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 28 37 51 60 64 65 71	NONE	676786	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIS TOWERS WATSON, LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	86593	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ERNST & YOUNG

34-6565596

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	74396	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PROSKAUER ROSE, LLP

35-1840454

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 51	NONE	28916	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
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(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:

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
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**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 2024 This Form is Open to Public Inspection
	For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
	A Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN	B Three-digit plan number (PN) 006
C Plan sponsor's name as shown on line 2a of Form 5500 TEXTRON INC.	D Employer Identification Number (EIN) 05-0315468	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
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)	2242403648	2329548169
(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	2242403648	2329548169
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	742875	805630
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	742875	805630
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	2241660773	2328742539

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)		209083143
(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		209083143

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	123899877	
(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)		123899877
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)	676786	
(4) IQPA audit fees	2i(4)	74396	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	86593	
(8) Legal fees	2i(8)	28916	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1714075	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2580766
j Total expenses. Add all expense amounts in column (b) and enter total	2j		126480643

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		82602500
l Transfers of assets:			
(1) To this plan	2l(1)		4479266
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☒		397342457
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 558106.

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 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 006
C Plan sponsor's name as shown on line 2a of Form 5500 TEXTRON INC.		D Employer Identification Number (EIN) 05-0315468
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-5160382		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3 12
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 46.0 % Private Equity: 14.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 22.0 %

High-Yield Debt: 2.0 % Real Assets: 10.0 % Cash or Cash Equivalents: 0.0 % Other: 6.0 %

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

Financial Statements

Bell Helicopter Textron Master Retirement Plan
Years Ended December 31, 2024 and 2023
With Report of Independent Auditors

Bell Helicopter Textron Master Retirement Plan

Financial Statements

Years Ended December 31, 2024 and 2023

Contents

Report of Independent Auditors.....	1
Audited Financial Statements	
Statements of Net Assets Available for Benefits.....	3
Statements of Changes in Net Assets Available for Benefits.....	4
Notes to Financial Statements.....	5

Report of Independent Auditors

Plan Administrator and Participants of
Bell Helicopter Textron Master Retirement Plan

Opinion

We have audited the financial statements of Bell Helicopter Textron Master Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

Ernst & Young LLP

June 23, 2025

Bell Helicopter Textron Master Retirement Plan

Statements of Net Assets Available for Benefits

	December 31	
	2024	2023
Assets		
Investment in the Textron Master Trust Fund, at fair value	\$ 2,329,548,169	\$ 2,242,403,648
Total assets	2,329,548,169	2,242,403,648
Liabilities		
Accrued administrative expenses	805,630	742,875
Total liabilities	805,630	742,875
Net assets available for benefits	\$ 2,328,742,539	\$ 2,241,660,773

See accompanying notes.

Bell Helicopter Textron Master Retirement Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31	
	2024	2023
Additions		
Equity in net earnings of the Textron Master Trust Fund (<i>Note 5</i>)	\$ 209,083,143	\$ 235,644,566
Transfers from other plan	4,479,266	3,136,045
Total additions	<u>213,562,409</u>	<u>238,780,611</u>
Deductions		
Benefit payments	123,899,877	120,735,716
Administrative expenses	2,580,766	10,224,044
Total deductions	<u>126,480,643</u>	<u>130,959,760</u>
Net increase	87,081,766	107,820,851
Net assets available for benefits at beginning of year	2,241,660,773	2,133,839,922
Net assets available for benefits at end of year	<u><u>\$ 2,328,742,539</u></u>	<u><u>\$ 2,241,660,773</u></u>

See accompanying notes.

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements

December 31, 2024

1. Description of the Plan

The Bell Helicopter Textron Master Retirement Plan (the Plan) is a noncontributory defined benefit pension plan, except for Part II prior to June 1, 1991 (see Note 3). The Plan covers all eligible salaried and union employees of Bell Helicopter Textron Inc. (Bell Helicopter), a wholly owned subsidiary of Textron Inc. (Textron) and is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). For a description of the Plan, refer to the Plan document dated January 1, 2019, which is available at the personnel office of Bell Helicopter.

The Plan is a part of the Textron Retirement Program, which applies to all salaried employees and uses a structure known as a “floor-offset arrangement.” A floor-offset arrangement is comprised of both a defined benefit plan and a defined contribution plan (the Retirement Account Plan). The defined benefit plan establishes a minimum benefit accrual for each participant and is determined with reference to the participant’s account balance in the defined contribution plan (the offset benefit). The benefit is payable first from the participant’s vested account balance in the defined contribution plan. Then, only to the extent necessary to reach the defined benefit plan’s minimum benefit accrual, benefits are payable from the defined benefit plan. In 2024 and 2023, \$4,479,266 and \$3,136,045, respectively, were transferred into the Plan from the Retirement Account Plan.

The Plan has been closed to new participants. This change did not impact employees or retirees in the Plan.

2. Significant Accounting Policies

Basis of Accounting

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

Benefit Payments

Benefit payments to participants are recorded when paid.

Valuation of Investments

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

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

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

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

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

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

Income Recognition

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

Actuarial Present Value of Accumulated Plan Benefits

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

Administrative Expenses

Administrative expenses consist of investment advisor fees, actuarial fees, custodial fees, Pension Benefit Guaranty Corporation (PBGC) premiums, consulting fees, legal fees, auditing fees and other professional services fees. Certain administrative expenses of the Company are allocated based on specific Plan activity as determined by the Plan Sponsor.

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

Use of Estimates

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

Subsequent Events

Management evaluated subsequent events for the Plan through June 23, 2025, the date the financial statements were available to be issued.

3. Funding Policy

Textron contributes amounts sufficient to meet minimum funding requirements as set forth in employee benefit and tax law plus such additional amounts, if any, as Textron may determine in its sole discretion to be appropriate. The Plan has met the ERISA minimum funding requirements for 2024 and 2023.

Prior to June 1, 1991, employee contributions consisted of amounts that were required from Part II employees hired prior to July 1, 1972, and who had not elected to participate in the non-contributory portion of the Plan. Employee contributions were determined by a schedule, graded by age at the time of joining the Plan. Contributions were approximately 4% of total earnings for those joining at age 50 and graded down to approximately 2% for those joining at age 35 or younger. Accumulated employee contributions of active participants, including interest at a rate of 9%, amounted to approximately \$6.5 million and \$7.1 million at December 31, 2024 and 2023, respectively. Since June 1, 1991, employee contributions for former Part II employees have been eliminated.

4. Plan Termination

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

5. Investment in the Textron Master Trust Fund

The investments of the Plan are held in the Master Trust, which also holds the assets of other Textron-sponsored pension plans. The Plan is administered under the terms of a Master Trust Agreement, dated March 1, 2011, with BNY Mellon. Investment income and changes in unrealized gain or loss on investments of the Master Trust are allocated monthly among the participating plans in proportion to the adjusted market value of the Master Trust attributable to each plan, as determined by BNY Mellon. The adjusted market value is calculated by adding to the market value at the end of the previous period the contributions and income received for each plan during the period and subtracting benefit payments and expenses for each plan during the period. On this basis, 29.49% and 29.67% of the Master Trust's net assets were attributed to the Plan as of December 31, 2024 and 2023, respectively. Fair market value for each type of investment is determined as discussed in Note 6, Fair Value Measurements.

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

The net assets of the Master Trust at December 31, 2024 are as follows:

	Textron Master Trust	Plan's Interest in Textron Master Trust
Investments in securities:		
Common stock	\$ 1,665,336,760	\$ 491,051,905
Exchange traded funds	715,830,761	211,074,461
Government bonds	1,006,860,680	296,889,414
Corporate bonds	573,473,518	169,098,089
Mutual funds	409,931,783	120,875,122
Registered investment companies	—	—
Short-term investment funds	89,704,441	26,450,828
Investments in partnerships, real estate and other:		
Commingled funds	1,568,795,590	462,585,155
Private investment partnerships	1,036,531,326	305,638,292
Real estate	789,366,016	232,757,540
Total investments	7,855,830,875	2,316,420,806
Interest and dividends receivable	28,001,209	8,256,616
Receivable for security purchases	40,168,070	11,844,216
Payable for security purchases	(16,764,452)	(4,943,274)
Accrued expenses	(6,885,133)	(2,030,195)
Outstanding transfers between plans	—	—
	\$ 7,900,350,569	\$ 2,329,548,169

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

	Textron Master Trust	Plan's Interest in Textron Master Trust
Investments in securities:		
Common stock	\$ 1,478,437,617	\$ 438,705,067
Exchange traded funds	851,422,434	252,647,343
Government bonds	835,325,389	247,870,777
Corporate bonds	595,589,306	176,732,548
Mutual funds	357,984,370	106,226,705
Registered investment companies	49,432,653	14,668,428
Short-term investment funds	186,745,392	55,414,005
Investments in partnerships, real estate and other:		
Commingled funds	1,358,213,326	403,030,241
Private investment partnerships	1,056,614,804	313,535,224
Real estate	796,089,505	236,228,094
Total investments	7,565,854,796	2,245,058,432
Interest and dividends receivable	19,649,738	5,830,777
Receivable for security purchases	30,767,079	9,129,688
Payable for security purchases	(17,029,253)	(5,053,184)
Accrued expenses	(7,111,423)	(2,110,212)
Outstanding transfers between plans	—	(10,451,853)
	\$ 7,592,130,937	\$ 2,242,403,648

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

The investments of the Master Trust (including investments bought, sold, and held during the year) appreciated by \$553,277,951 and \$642,185,588 in 2024 and 2023, respectively. During 2024 and 2023, interest and dividend income earned by the Master Trust was \$140,120,133 and \$128,626,131, respectively. Other income for 2024 and 2023 was \$40,888,994 and \$53,620,764, respectively.

Included in the net earnings of the Master Trust were the Plan's share of the non-Plan specific administrative expenses of \$8,295,513 and \$8,176,816 for 2024 and 2023, respectively.

Certain Master Trust investments require additional capital commitments. The callable commitments associated with real estate amounted to \$100,604,898 and \$115,241,891 at December 31, 2024 and 2023, respectively. The callable commitments associated with private equity partnerships amounted to \$488,596,212 and \$487,347,990 at December 31, 2024 and 2023, respectively.

6. Fair Value Measurements

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

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

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

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

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

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

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

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets carried at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Not Subject to Leveling
Common stock	\$ 1,665,336,760	\$ —	\$ —	\$ —
Exchange traded funds	715,830,761	—	—	—
Government bonds	899,121,843	107,738,837	—	—
Corporate bonds	—	573,473,518	—	—
Mutual funds	409,931,783	—	—	—
Registered investment companies	—	—	—	—
Short-term investment funds	87,776,758	1,927,683	—	—
Commingled funds:	—	—	—	—
Domestic equity securities	1,374,457,411	—	—	—
International equity securities	194,338,179	—	—	—
Corporate debt	—	—	—	—
Private investment partnerships	—	—	—	1,036,531,326
Real estate	—	—	478,517,019	310,848,997
Total assets	\$ 5,346,793,495	\$ 683,140,038	\$ 478,517,019	\$ 1,347,380,323

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

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

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

The table below sets forth a summary of changes in the fair value of the Master Trust's Level 3 assets for the years ended December 31, 2024 and 2023, respectively:

	2024	2023
	Real Estate	Real Estate
Balance, beginning of year	\$ 508,253,149	\$ 569,625,864
Unrealized loss relating to instruments still held at the reporting date	(24,876,023)	(60,079,125)
Realized gains	15,930,390	11,647,881
Purchases, sales and settlements, net	(20,790,497)	(12,941,471)
Balance, end of year	<u>\$ 478,517,019</u>	<u>\$ 508,253,149</u>

Valuation Methodologies Used for Assets Measured at Fair Value

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

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

Government bonds include bonds issued by various government entities, such as Federal National Mortgage Association, Federal Home Loan Mortgage Corporation, and the U.S. Treasury, as well as a small number of municipalities. Corporate bonds include debt issued by corporate entities. U.S. Treasury bonds are traded and quoted on an active market and are valued at their quoted market price. These investments are classified as Level 1. Government Agency bonds, Municipal bonds, and Corporate bonds are traded using brokers which make the market, and price the bonds using published historical transactions for similar securities and a matrix pricing model. These inputs are observable, although the investments are not quoted on an active market. Therefore, the assets are classified as Level 2 measurements.

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

Private investment partnerships represent interests in funds which invest in equity, debt and other financial assets. Real estate includes owned properties and limited partnership interests in real estate partnerships. Owned properties are valued using certified appraisals at least every three years that are updated at least annually by the real estate investment manager based on current market trends and other available information. These appraisals generally use the standard methods for valuing real estate, including forecasting income and identifying current transactions for comparable real estate to arrive at a fair value. Limited partnership interests in real estate partnerships are valued similarly to private

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

investment partnerships, with the general partner using standard real estate valuation methods to value the real estate properties and securities held within their portfolios. The Plan is generally unable to liquidate these investments during the term of the partnership or fund, which range from 10 to 15 years. Real estate partnerships and private investment partnerships are valued using NAV as a practical expedient and, therefore, are not subject to leveling within the fair value hierarchy.

Derivatives in the Plan are primarily used to manage risk and gain asset class exposure while still maintaining liquidity. Derivative instruments consist of equity futures. At December 31, 2024, the net notional amounts of equity futures were approximately \$184 million. At December 31, 2023, the net notional amounts of equity futures were approximately \$109 million. For the years ended December 31, 2024 and 2023, gains and losses on these derivative instruments were not material. Further, as of December 31, 2024 and 2023, the fair value of derivatives included in the Master Trust was not material.

7. Related-Party Transactions

The Plan holds investments managed by the Bank of New York Mellon Corporation, the trustee of the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA. Certain administrative expenses of the Company are allocated based on specific Plan activity as determined by the Plan Sponsor.

8. Risks and Uncertainties

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

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

9. Income Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS), dated June 19, 2014, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code and, therefore, the related trust and Master Trust are exempt from taxation. Subsequent to receiving this determination letter, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator has indicated that it will take the necessary steps, if any, to continue operating the Plan in compliance with the Code.

Accounting principles generally accepted in the United States require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. Accumulated Plan Benefits

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

The accumulated plan benefit information as of December 31, 2023 is as follows:

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	1,019,869,386
Other participants	491,586,719
Total vested benefits	1,511,456,105
Nonvested benefits	2,197,600
Total actuarial present value of accumulated plan benefits	1,513,653,705

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

Actuarial present value of accumulated plan benefits at December 31, 2022	1,512,890,390
Increase (decrease) during the year attributed to:	
Decrease in the discount period	107,320,272
Benefits accumulated	22,819,191
Actuarial gains/(losses)	(18,516,206)
Benefits paid	(110,859,942)
Actuarial present value of accumulated plan benefits at December 31, 2023	1,513,653,705

Bell Helicopter Textron Master Retirement Plan

Notes to Financial Statements (continued)

Significant assumptions underlying the actuarial computations are as follows:

Assumed rate of return on investments 7.25% for 2023 valuation.

Mortality basis Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments, and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3) 1 using Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

For ASC 960 purposes, the base mortality rates based on the PRI-2012 employee/annuitant mortality tables, projected generationally from 2012 by the MP-2021 improvement scale to 2018, with individual rates uniformly multiplied by a factor of 0.943. The base mortality rates were projected using the MP- 2021 scale, adjusted to a 0.75% rate for ages 65-84, grading down to 0% at Rates varying by age, average age 64.

Retirement Rate

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

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	1	5	0	0	0	0	0	0	6
35-39	0	0	2	31	51	1	0	0	0	0	85
40-44	0	2	3	38	138	36	0	0	0	0	217
45-49	0	2	8	30	157	69	13	1	0	0	280
50-54	0	6	6	52	182	84	59	15	0	0	404
55-59	0	4	6	45	189	81	88	42	24	0	479
60-64	0	3	3	37	164	89	102	59	86	1	544
65-69	0	1	1	27	81	35	44	12	36	5	242
70 & over	0	0	1	1	15	5	6	1	6	1	36
Total	0	18	31	266	977	400	312	130	152	7	2,293

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										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	0	0	0	16	28	1	0	0	0	0	45
	-	-	-	-	150,856	-	-	-	-	-	144,037
40-44	0	2	1	15	96	31	0	0	0	0	145
	-	-	-	-	158,058	168,138	-	-	-	-	156,809
45-49	0	2	6	17	98	60	7	0	0	0	190
	-	-	-	-	148,651	169,890	-	-	-	-	164,428
50-54	0	6	4	14	104	61	33	6	0	0	228
	-	-	-	-	145,618	146,916	212,166	-	-	-	161,610
55-59	0	4	2	8	94	59	36	10	14	1	228
	-	-	-	-	145,182	158,501	171,793	-	-	-	160,782
60-64	0	3	1	6	102	57	40	23	40	10	282
	-	-	-	-	142,854	153,284	171,215	201,684	180,690	-	161,216
65-69	0	1	0	3	33	15	9	5	12	12	90
	-	-	-	-	132,499	-	-	-	-	-	152,640
70 & over	0	0	1	0	5	4	2	1	1	1	15
	-	-	-	-	-	-	-	-	-	-	-
Total	0	18	15	79	560	288	127	45	67	24	1,223
	-	-	-	125,487	147,014	156,802	184,846	199,375	185,806	212,347	159,851

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.12%	4.43%

Annual rates of increase

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

Plan related expenses The amount included this year for plan-related expenses is \$3,800,000.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments, and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3) 1 using Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Termination	Salaried participants: Rates varying by age.

Representative Termination Rates

Age	Rates (%)
0 - 19	0.00
20 - 24	0.00
25 - 29	8.00
30 - 34	8.00
35 - 39	5.00
40 - 44	5.00
45 - 50	5.00
50 - 54	5.00
55 +	0.00

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Termination (continued) Union participants: Rates varying by age.

Representative Termination Rates

Age	Rate (%)
0 - 19	0.00
20 - 24	10.00
25 - 29	10.00
30 - 34	7.00
35 - 39	7.00
40 - 44	5.00
45 - 50	3.00
50 - 54	3.00
55 +	0.00

Disability None assumed.

Retirement Rates varying by age, average age 65.

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

Salaried participants:

Percentage retiring during the year			
Age	Rate %	Age	Rate %
54	5.0	63	11.0
55	5.0	64	11.0
56	5.0	65	15.0
57	5.0	66	30.0
58	3.0	67	30.0
59	3.0	68	25.0
60	8.0	69	20.0
61	8.0	70	100.0
62	11.0		

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Union participants:

Percentage retiring during the year			
Age	Rate %	Age	Rate %
54	3.0	63	10.0
55	3.0	64	10.0
56	3.0	65	13.0
57	3.0	66	25.0
58	3.0	67	25.0
59	3.0	68	25.0
60	7.0	69	25.0
61	7.0	70	100.0
62	10.0		

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 1) the termination of employment, or 2) age 64 (for Salaried participants), age 62 (for Union and Non-Union participants), or age 65 (for Amarillo participants).
- Disability benefit Age 65 or pension benefits commence.
- Retirement benefit Upon termination of employment.

Form of payment

Participants are assumed to elect the normal form.

Percent married

90% of the hourly employees are assumed to be married. For salaried employees, 85% of the males and 50% of females are assumed to be married.

Spouse age

Wife three years younger than husband.

Covered pay

Compensation assumed paid in the year prior to the valuation date is the current base pay and target bonus, if available. Otherwise, compensation is assumed to be the prior year annualized pensionable earnings.

Retirement account balance

2% of compensation per year after January 1, 2007, accumulated with 7% interest per year.

Retirement account rollover option

It is assumed that 40% of participants eligible to roll their account balance into the pension plan at retirement will do so.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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.

Methods

Valuation date

First day of plan year.

Funding target

Present value of accrued benefits.

Target normal cost

Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.

Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior 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: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits not valued

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

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

Sources of Data and Other Information

The plan sponsor, through its third party administrator, Fidelity Investments Inc., furnished participant data as of January 1, 2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Rates of increase in:

- Compensation Assumed compensation increases are based on plan sponsor expectations.
- National average wages (NAW) (e.g., Social Security wage bases) The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
- Increases in statutory limits (CPI) The assumed CPI increases are based on forecasts prepared by economists.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Retirement	Retirement rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
• Deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. The age selected was based on an experience study conducted in 2011.
Form of payment	The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on general population statistics regarding marital status and historical election patterns.
Percent married	The percentage of participants who are assumed to be married is based on general population statistics on the marital status of individuals of retirement age.
Spouse age	The assumed difference between spouses' ages is based on general population statistics for married individuals of retirement age.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

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

Changes in Assumptions and Methods

Change in assumptions since prior valuation The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The assumed plan-related expenses added to the target normal cost were changed from \$11,400,000 for the prior valuation to \$3,800,000 for the current valuation.

The mortality assumption was updated to use the weighted Pri-2012 tables with a base year of 2012 without collar adjustments, with separate rates for annuitants and non-annuitants (based on Employees table) projected forward using Scale MP-2021 with generational projection. The prior valuation used the same Pri-2012 tables with the same base year, adjustments and blending, projected forward using Scale MP-2021 with the static projection.

Change in methods since prior valuation None.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
► Round off amounts to nearest dollar.	
► Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan BELL HELICOPTER TEXTRON MASTER RETIREMENT PLAN	B Three-digit plan number (PN) ► 006
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF TEXTRON INC.	D Employer Identification Number (EIN) 05-0315468
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	2, 252, 699, 609	
b	Actuarial value	2b	2, 362, 884, 050	
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	8, 693	1, 177, 241, 369	1, 177, 241, 369
b	For terminated vested participants	2, 116	150, 932, 182	150, 932, 182
c	For active participants	2, 831	496, 488, 556	498, 991, 061
d	Total	13, 640	1, 824, 662, 107	1, 827, 164, 612
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	5.12%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	32, 469, 446	
b	Expected plan-related expenses	6b	3, 800, 000	
c	Target normal cost	6c	36, 269, 446	

Statement by Enrolled Actuary	
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.	
SIGN HERE	Joseph A Grondin
	Signature of actuary
Joseph A Grondin	Type or print name of actuary
Willis Towers Watson US LLC	Firm name
26555 Evergreen Road Suite 1600 Southfield MI 48076	Address of the firm
	May 15, 2025
	Date
	2306662
	Most recent enrollment number
	248-936-7700
	Telephone number (including area code)

Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	310,345,844
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	310,345,844
10 Interest on line 9 using prior year's actual return of <u>11.20</u> %	0	34,758,735
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>5.24</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)	0	345,104,579

Part III Funding Percentages		
14 Funding target attainment percentage	14	110.43 %
15 Adjusted funding target attainment percentage	15	129.31 %
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	111.63 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c)
					0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0	
b Contributions made to avoid restrictions adjusted to valuation date	19b	0	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0	
20 Quarterly contributions and liquidity shortfalls:			
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No			
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No			
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21	Discount rate:		
a	Segment rates:	1st segment: 4.75 % 2nd segment: 4.87 % 3rd segment: 5.59 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	4
22	Weighted average retirement age	22	65
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute		
Part VI	Miscellaneous Items		
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No		
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No		
26	Demographic and benefit information		
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years		
28	Unpaid minimum required contributions for all prior years	28	0
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0
Part VIII	Minimum Required Contribution For Current Year		
31	Target normal cost and excess assets (see instructions):		
a	Target normal cost (line 6c).....	31a	36,269,446
b	Excess assets, if applicable, but not greater than line 31a	31b	36,269,446
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	0	0
b	Waiver amortization installment	0	0
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34
			0
35	Balances elected for use to offset funding requirement	0	0
36	Additional cash requirement (line 34 minus line 35).....		36
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)	38a	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
40	Unpaid minimum required contributions for all years		40
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)		
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☐ 2021		

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Textron Inc.
EIN/PN	05-0315468 / 006
Plan Name	Bell Helicopter Textron Master Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Joseph A. Grondin
Enrollment Number	23-06662

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

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:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	4.75%	3.62%
• Second segment rate	4.87%	4.46%
• Third segment rate	5.59%	4.52%
• Effective interest rate	5.12%	4.43%

Annual rates of increase

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

Plan related expenses The amount included this year for plan-related expenses is \$3,800,000.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Mortality	Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments, and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3) 1 using Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
Termination	Salaried participants: Rates varying by age.

Representative Termination Rates

Age	Rates (%)
0 - 19	0.00
20 - 24	0.00
25 - 29	8.00
30 - 34	8.00
35 - 39	5.00
40 - 44	5.00
45 - 50	5.00
50 - 54	5.00
55 +	0.00

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Termination (continued) Union participants: Rates varying by age.

Representative Termination Rates

Age	Rate (%)
0 - 19	0.00
20 - 24	10.00
25 - 29	10.00
30 - 34	7.00
35 - 39	7.00
40 - 44	5.00
45 - 50	3.00
50 - 54	3.00
55 +	0.00

Disability None assumed.

Retirement Rates varying by age, average age 65.

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

Salaried participants:

Percentage retiring during the year			
Age	Rate %	Age	Rate %
54	5.0	63	11.0
55	5.0	64	11.0
56	5.0	65	15.0
57	5.0	66	30.0
58	3.0	67	30.0
59	3.0	68	25.0
60	8.0	69	20.0
61	8.0	70	100.0
62	11.0		

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Union participants:

Percentage retiring during the year			
Age	Rate %	Age	Rate %
54	3.0	63	10.0
55	3.0	64	10.0
56	3.0	65	13.0
57	3.0	66	25.0
58	3.0	67	25.0
59	3.0	68	25.0
60	7.0	69	25.0
61	7.0	70	100.0
62	10.0		

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 1) the termination of employment, or 2) age 64 (for Salaried participants), age 62 (for Union and Non-Union participants), or age 65 (for Amarillo participants).
- Disability benefit Age 65 or pension benefits commence.
- Retirement benefit Upon termination of employment.

Form of payment

Participants are assumed to elect the normal form.

Percent married

90% of the hourly employees are assumed to be married. For salaried employees, 85% of the males and 50% of females are assumed to be married.

Spouse age

Wife three years younger than husband.

Covered pay

Compensation assumed paid in the year prior to the valuation date is the current base pay and target bonus, if available. Otherwise, compensation is assumed to be the prior year annualized pensionable earnings.

Retirement account balance

2% of compensation per year after January 1, 2007, accumulated with 7% interest per year.

Retirement account rollover option

It is assumed that 40% of participants eligible to roll their account balance into the pension plan at retirement will do so.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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.
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Methods

Valuation date	First day of plan year.
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Funding target	Present value of accrued benefits.
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Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.
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Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior 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.
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Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits not valued

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

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

Sources of Data and Other Information

The plan sponsor, through its third party administrator, Fidelity Investments Inc., furnished participant data as of January 1, 2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Rates of increase in:

- Compensation Assumed compensation increases are based on plan sponsor expectations.
- National average wages (NAW) (e.g., Social Security wage bases) The assumed NAW is based on assumed CPI as shown below, plus assumed increases in real wages (the portion of GDP increases that becomes part of wages). Such assumed future increases in real wages are based on forecasts by economists.
- Increases in statutory limits (CPI) The assumed CPI increases are based on forecasts prepared by economists.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Retirement	Retirement rates were based on an experience study conducted in 2018, with annual review for changes, if any, that could result in materially different rates in the future.
Benefit commencement date for deferred benefits:	
• Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
• Deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. The age selected was based on an experience study conducted in 2011.
Form of payment	The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on general population statistics regarding marital status and historical election patterns.
Percent married	The percentage of participants who are assumed to be married is based on general population statistics on the marital status of individuals of retirement age.
Spouse age	The assumed difference between spouses' ages is based on general population statistics for married individuals of retirement age.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Source of Prescribed Methods

Funding methods

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

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The assumed plan-related expenses added to the target normal cost were changed from \$11,400,000 for the prior valuation to \$3,800,000 for the current valuation.

The mortality assumption was updated to use the weighted Pri-2012 tables with a base year of 2012 without collar adjustments, with separate rates for annuitants and non-annuitants (based on Employees table) projected forward using Scale MP-2021 with generational projection. The prior valuation used the same Pri-2012 tables with the same base year, adjustments and blending, projected forward using Scale MP-2021 with the static projection.

Change in methods since prior valuation

None.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from \$11,400,000 for the prior valuation to \$3,800,000 for the current valuation.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Appendix B1: Summary of principal plan provisions – Salaried Employees

Plan Provisions

Covered employees Any salaried employee or commissioned basis employee of Bell Helicopter Textron Inc. or any affiliate authorized to participate.

Participation date Closed to new hires effective as of January 1, 2010.

Definitions

Vesting service Years and completed months of employment for salaried employees, including with any predecessor Employer, plus years and completed months subsequent to termination of employment as a result of total disability and prior to the earlier of age 65, death, recovery or commencement of benefits under the plan.

Pension service The sum of:

- Pension service under the terms of Part IV of the plan as it then existed as of December 31, 1975; plus
- Years and completed months of covered employment subsequent to December 31, 1975; plus
- Years and completed months of employment by a predecessor company to the extent approved by the Board of Directors; plus
- Years and completed months subsequent to termination of employment as a result of total disability and prior to the earlier of age 65, death, recovery or commencement of benefits under the plan; plus
- Any other amounts as outlined in the plan.

Compensation W-2 earnings plus Code Section 401(k) and Section 125 contributions, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Final average earnings	Based on highest consecutive 5 calendar years of compensation during all employment with Textron.
Covered compensation	The average of the 35 Social Security wage bases ending with the year a participant terminates or retires.
Grandfathered employee	A covered employee on January 1, 2007 who had: • Attained age 60 or completed 5 years of vesting service no later than January 1, 2007 and • Earned sufficient vesting service such that the sum of the participant's age in completed years and full years of vesting service as of January 1, 2007 equals or exceeds 55.
Retirement account	The sum of: • The account balance in the Textron Retirement Account Plan and • The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.
Retirement account actuarial equivalence	The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.
Retirement account rollover option	The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.
Normal retirement date (NRD)	Age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Monthly benefit is equal to the greatest of A, B, C, D or E.

- A. One-twelfth of the sum of (i) and (ii):
 - i. 1.00% of final average earnings times pension service (limited to 43.75 years) as of December 31, 2006 (Basic Pension) plus 0.50% of the difference between Final Average Earnings and 82.5% of Covered Compensation times pension service (limited to 43.75 years) as of December 31, 2006 (Additional Pension)
 - ii. 1-1/3% of Final Average Earnings times pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date)
- B. For Grandfathered Employees only: one-twelfth of the sum of 1.00% of Final Average Earnings times pension service, limited to 43.75 years (Basic Pension); plus 0.50% of the difference between Final Average Earnings and 82.5% of Covered Compensation times pension service, limited to 43.75 years (Additional Pension), with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A.ii.
- C. \$50 per year of pension service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A.ii.
- D. Minimum monthly benefit listed on Supplement XI ("Minimum Monthly Benefits for Certain Members").
- E. The participant's monthly accrued benefit earned as of December 31, 2006.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit

50% surviving spouse benefit that would have been payable to the spouse based on the accrued benefit at date of death. Benefits commence at the participant's earliest retirement date, or date of death if later. Unmarried participants eligible for Normal Retirement or Early Retirement may designate a non-spouse beneficiary to receive this 50% survivor annuity in the event of death before retirement, at a cost of 1/12% reduction per month of coverage.

If a plan member dies after termination of employment and is eligible for Normal Retirement, Disabled Retirement or Early Retirement, but before commencement of benefits, the beneficiary shall receive a monthly benefit for 60 months equal to the single life annuity the member could have received, but reduced for early commencement.

Post-retirement additional death benefit

The beneficiary shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. The death benefit is an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other survivor annuity under the elected form of payment

Eligibility for Benefits

Normal retirement

Retirement on NRD

Early retirement

The earlier of:

Age 60,

Age 55 with at least 5 years of vesting service, or

Employees hired pre 1/1/2007, age 54 with at least 10 years of vesting service, or completion of 20 years of vesting service regardless of age at termination, but with benefit commencement on or after age 54.

Disability

Plan members who become disabled during employment and eligible to receive Social Security disability benefits continue to accrue pension service and vesting service until the earlier of death, recovery, age 65 or pension benefits commence.

Vested termination

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Postponed retirement

Retirement after NRD

Pre-retirement and post-retirement death

Spouse of a participant who has completed at least 5 years of vesting service

Benefits Paid Upon the Following Events

Normal retirement

Monthly pension benefit determined as of NRD

Early retirement

For benefits payable under monthly pension benefit sections Ai, B, D, and E, the reductions are as follows:

Age	Basic Pension Reduction Factor	Additional Pension Reduction Factor	Age	Basic Pension Reduction Factor	Additional Pension Reduction Factor
54	0.567	0.467	60	0.867	0.667
55	0.600	0.500	61	0.933	0.733
56	0.633	0.533	62	1.000	0.800
57	0.667	0.567	63	1.000	0.867
58	0.733	0.600	64	1.000	0.933
59	0.800	0.633	65	1.000	1.000

For benefits accrued on or before December 31, 2006 under monthly pension benefit section C, the Basic Pension Reduction Factor in the above table should be applied.

Members who retire before age 65 and after attaining age 62 who have completed 30 years of vesting service are entitled to the greater of 1) the Early Retirement benefit above; 2) the participant's Basic Pension Plus Additional Pension (as defined above) calculated with a maximum of 35 years of pension service, and without any reduction for early commencement.

For benefits payable under monthly pension benefit section A.ii and benefits accrued after December 31, 2006 under monthly pension benefit section C, the Normal Retirement Benefit reduced 5/12% for each month of benefit commencement before age 65.

Vested termination

Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit if commenced before age 65, but no earlier than age 55 (54 for participants hired on or before December 31, 2006).

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. If married, on a reduced basis, a 50% joint and surviving spouse form is automatic.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B2: Summary of principal plan provisions – Union Employees

Plan Provisions

Covered employees	All employees covered by the Collective Bargaining Agreements between Bell Helicopter Textron Inc., in Dallas and Tarrant Counties, Texas and UAW Locals 218 and 317, and United Plant Guard Workers of America Local 256.
Participation date	Closed to new hires, rehires or transfers effective as of October 15, 2013.

Definitions

Vesting service	A participant earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 or more hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,600 hours. Such hours include all periods of time for which the participant is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Hours of service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	Termination of employment on or after attaining age 65, or age 62 with 5 years of vesting service.
Monthly pension benefit	For UAW Local 218 employees, \$79.00 per year of pension service. For all others, \$71.00 per year of pension service.
Monthly disability benefit	\$350 is payable until age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and then at that time died.
Post-retirement additional death benefit	Lump sum benefit of \$6,000 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.
Level income special allowance (LISA)	Monthly benefit of \$1,000 payable until age 62. Employees who terminate or retire after December 31, 2013 will not be eligible for the Level Income Special Allowance (LISA).
Lump sum payments	A payment of \$500 no later than December 15, 2009, December 15, 2010 and December 15, 2011.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 with at least 5 years of vesting service
Disability	Plan members who become disabled during employment and have 10 years of pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Pre-retirement and post-retirement death	Spouse of a participant who has completed at least 5 years of vesting service
Level income special allowance (LISA)	Participants who attain age 60 with 20 years of pension service. Employees who terminate or retire after December 31, 2013 will not be eligible for the Level Income Special Allowance (LISA).
Lump sum payments	Annual lump sums will not be paid to retirees.
Postponed retirement	Retirement after NRD

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The monthly pension benefit is reduced from age 62 at ¼% per month for the first 24 months and ⅓% thereafter. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.
Disablement	Monthly disability benefit paid until age 65
Vested termination	Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 62), equals the participant's Normal Retirement benefit. Benefits are reduced as described above if benefit commencement is before age 62.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B3: Summary of principal plan provisions – Non Union Employees

Plan Provisions

Covered employees	Non-union hourly paid employees of Bell Helicopter Textron, Inc. in Dallas and Tarrant counties, Texas.
Participation date	A covered employee begins participation on date of hire.

Definitions

Vesting service	A participant earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 or more hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,600 hours. Such hours include all periods of time for which the participant is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Hours of service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	Termination of employment on or after attaining age 65, or age 62 with 10 years of vesting service.
Monthly pension benefit	\$51.00 per year of pension service.
Monthly disability benefit	\$350 commencing twelve months after total disability is payable until age 65
Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and then at that time died.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Post-retirement additional death benefit	Lump sum benefit of \$6,000 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.
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Level income special allowance (LISA)	Monthly benefit of \$800 payable until age 62.
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Eligibility for benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 with at least 10 years of vesting service
Disability	Plan members who become disabled during employment and have 10 years of pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Pre-retirement and post-retirement death	Spouse of a participant who has completed at least 5 years of vesting service
Level income special allowance (LISA)	Participants who attain age 60 with 20 years of pension service
Postponed retirement	Retirement as of NRD

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The monthly pension benefit is actuarially reduced from age 62. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.
Disablement	Monthly disability benefit commencing twelve months after total disability is payable until age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested termination

Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 62). Benefits are reduced as described above if benefit commencement is before age 62.

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension Increases

None

Plan participants' contributions

None

Maximum on benefits and pay

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

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B4: Summary of principal plan provisions – Amarillo Employees

Plan Provisions

Covered employees Hourly-paid employees of the Amarillo, Texas Overhaul and Modification Center of Bell Helicopter Textron, Inc. are covered by this plan. Employees hired on or after September 8, 1989 are not eligible to participate.

Participation date A covered employee begins participation on date of hire.

Definitions

Vesting service The sum of:

- Vesting service, if any, at December 31, 1988, and
- One year of vesting service for each calendar year after 1988 in which the employee accumulated 1,000 or more hours of service.

Pension service The sum of:

- Pension service, if any, at December 31, 1988, and
- A fraction of a year of pension service for the period from January 1, 1989 to September 9, 1989 equal to the hours of service accumulated in such period divided by 1,600 hours of service and rounded to the nearest tenth.

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

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65.

Monthly pension benefit Monthly benefit equal to \$19.00 per year of pension service. Employees as of July 1, 1975 who retire at Normal Retirement Age with 5 or more years of pension service will receive credit for at least 10 years of pension service.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	\$250 commencing 12 months after total disability is payable until age 65
Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and at that time died.
Post-retirement additional death benefit	Lump sum benefit of \$1,500 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.

Eligibility for benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 with at least 10 years of vesting service
Disability	Plan members who become disabled during employment and have 10 years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Pre-retirement and post-retirement death	Spouse of a participant who has completed at least 5 years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The monthly pension benefit is actuarially reduced from age 65
Disablement	Monthly disability benefit commencing 12 months after total disability is payable until age 65
Vested termination	Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 65). Benefits are reduced as described above if benefit commencement is before age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

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	1	5	0	0	0	0	0	0	6
35-39	0	0	2	31	51	1	0	0	0	0	85
40-44	0	2	3	38	138	36	0	0	0	0	217
45-49	0	2	8	30	157	69	13	1	0	0	280
50-54	0	6	6	52	182	84	59	15	0	0	404
55-59	0	4	6	45	189	81	88	42	24	0	479
60-64	0	3	3	37	164	89	102	59	86	1	544
65-69	0	1	1	27	81	35	44	12	36	5	242
70 & over	0	0	1	1	15	5	6	1	6	1	36
Total	0	18	31	266	977	400	312	130	152	7	2,293

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										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	0	0	0	16	28	1	0	0	0	0	45
	-	-	-	-	150,856	-	-	-	-	-	144,037
40-44	0	2	1	15	96	31	0	0	0	0	145
	-	-	-	-	158,058	168,138	-	-	-	-	156,809
45-49	0	2	6	17	98	60	7	0	0	0	190
	-	-	-	-	148,651	169,890	-	-	-	-	164,428
50-54	0	6	4	14	104	61	33	6	0	0	228
	-	-	-	-	145,618	146,916	212,166	-	-	-	161,610
55-59	0	4	2	8	94	59	36	10	14	1	228
	-	-	-	-	145,182	158,501	171,793	-	-	-	160,782
60-64	0	3	1	6	102	57	40	23	40	10	282
	-	-	-	-	142,854	153,284	171,215	201,684	180,690	-	161,216
65-69	0	1	0	3	33	15	9	5	12	12	90
	-	-	-	-	132,499	-	-	-	-	-	152,640
70 & over	0	0	1	0	5	4	2	1	1	1	15
	-	-	-	-	-	-	-	-	-	-	-
Total	0	18	15	79	560	288	127	45	67	24	1,223
	-	-	-	125,487	147,014	156,802	184,846	199,375	185,806	212,347	159,851

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

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
2024	(566,865)	2,501,178	116,914,871	118,849,184
2025	6,298,735	4,332,628	113,996,389	124,627,752
2026	11,124,179	5,499,073	110,505,255	127,128,507
2027	15,721,477	6,804,911	106,834,818	129,361,206
2028	20,220,791	7,853,725	102,996,132	131,070,648
2029	24,168,514	8,812,811	99,003,712	131,985,037
2030	27,604,372	9,555,127	94,874,523	132,034,022
2031	30,608,045	10,028,779	90,625,588	131,262,412
2032	33,427,373	10,468,377	86,276,864	130,172,614
2033	35,735,688	10,800,790	81,850,612	128,387,090
2034	37,675,082	11,218,203	77,371,388	126,264,673
2035	39,106,182	11,624,361	72,865,733	123,596,276
2036	40,213,649	11,846,175	68,361,407	120,421,231
2037	41,122,958	12,039,615	63,886,578	117,049,151
2038	41,907,189	12,142,037	59,468,518	113,517,744
2039	42,371,199	12,151,411	55,132,602	109,655,212
2040	42,442,782	12,076,802	50,901,668	105,421,252
2041	42,950,557	11,920,691	46,795,405	101,666,653
2042	42,558,427	11,708,952	42,830,061	97,097,440
2043	42,541,409	11,479,803	39,018,283	93,039,495
2044	42,258,237	11,245,498	35,369,780	88,873,515
2045	41,744,310	10,952,309	31,891,950	84,588,569
2046	40,759,134	10,629,738	28,590,831	79,979,703
2047	40,748,595	10,284,774	25,471,914	76,505,283
2048	39,574,201	9,891,438	22,540,612	72,006,251
2049	38,449,492	9,455,471	19,802,530	67,707,493
2050	37,771,562	8,975,628	17,263,017	64,010,207
2051	36,133,090	8,475,311	14,926,816	59,535,217
2052	34,692,421	7,949,018	12,797,393	55,438,832
2053	33,053,697	7,410,005	10,876,021	51,339,723
2054	31,118,145	6,869,270	9,161,247	47,148,662
2055	29,135,604	6,327,485	7,648,511	43,111,600
2056	27,184,857	5,795,009	6,330,063	39,309,929
2057	25,136,124	5,277,192	5,195,124	35,608,440
2058	23,153,322	4,778,812	4,230,342	32,162,476
2059	21,199,076	4,303,830	3,420,429	28,923,335
2060	19,311,528	3,855,387	2,748,856	25,915,771
2061	17,510,530	3,435,712	2,198,596	23,144,838
2062	15,805,016	3,046,262	1,752,846	20,604,124
2063	14,201,751	2,687,691	1,395,518	18,284,960
2064	12,704,960	2,359,994	1,111,776	16,176,730
2065	11,315,929	2,062,665	888,264	14,266,858
2066	10,034,211	1,794,711	713,300	12,542,222
2067	8,857,727	1,554,825	576,923	10,989,475
2068	7,783,068	1,341,306	470,816	9,595,190
2069	6,805,829	1,152,259	388,201	8,346,289
2070	5,920,985	985,684	323,646	7,230,315
2071	5,123,216	839,545	272,872	6,235,633
2072	4,406,904	711,845	232,591	5,351,340
2073	3,766,679	600,657	200,286	4,567,622

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Textron Inc.
EIN/PN	05-0315468 / 006
Plan Name	Bell Helicopter Textron Master Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Joseph A. Grondin
Enrollment Number	23-06662

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2024

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:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

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
2024	(566,865)	2,501,178	116,914,871	118,849,184
2025	6,298,735	4,332,628	113,996,389	124,627,752
2026	11,124,179	5,499,073	110,505,255	127,128,507
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2028	20,220,791	7,853,725	102,996,132	131,070,648
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2035	39,106,182	11,624,361	72,865,733	123,596,276
2036	40,213,649	11,846,175	68,361,407	120,421,231
2037	41,122,958	12,039,615	63,886,578	117,049,151
2038	41,907,189	12,142,037	59,468,518	113,517,744
2039	42,371,199	12,151,411	55,132,602	109,655,212
2040	42,442,782	12,076,802	50,901,668	105,421,252
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2046	40,759,134	10,629,738	28,590,831	79,979,703
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2048	39,574,201	9,891,438	22,540,612	72,006,251
2049	38,449,492	9,455,471	19,802,530	67,707,493
2050	37,771,562	8,975,628	17,263,017	64,010,207
2051	36,133,090	8,475,311	14,926,816	59,535,217
2052	34,692,421	7,949,018	12,797,393	55,438,832
2053	33,053,697	7,410,005	10,876,021	51,339,723
2054	31,118,145	6,869,270	9,161,247	47,148,662
2055	29,135,604	6,327,485	7,648,511	43,111,600
2056	27,184,857	5,795,009	6,330,063	39,309,929
2057	25,136,124	5,277,192	5,195,124	35,608,440
2058	23,153,322	4,778,812	4,230,342	32,162,476
2059	21,199,076	4,303,830	3,420,429	28,923,335
2060	19,311,528	3,855,387	2,748,856	25,915,771
2061	17,510,530	3,435,712	2,198,596	23,144,838
2062	15,805,016	3,046,262	1,752,846	20,604,124
2063	14,201,751	2,687,691	1,395,518	18,284,960
2064	12,704,960	2,359,994	1,111,776	16,176,730
2065	11,315,929	2,062,665	888,264	14,266,858
2066	10,034,211	1,794,711	713,300	12,542,222
2067	8,857,727	1,554,825	576,923	10,989,475
2068	7,783,068	1,341,306	470,816	9,595,190
2069	6,805,829	1,152,259	388,201	8,346,289
2070	5,920,985	985,684	323,646	7,230,315
2071	5,123,216	839,545	272,872	6,235,633
2072	4,406,904	711,845	232,591	5,351,340
2073	3,766,679	600,657	200,286	4,567,622

Plan Name: Bell Helicopter Textron Master Retirement Plan
 EIN / PN: 05-0315468 / 006
 Plan Sponsor: Textron Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Appendix B1: Summary of principal plan provisions – Salaried Employees

Plan Provisions

Covered employees Any salaried employee or commissioned basis employee of Bell Helicopter Textron Inc. or any affiliate authorized to participate.

Participation date Closed to new hires effective as of January 1, 2010.

Definitions

Vesting service Years and completed months of employment for salaried employees, including with any predecessor Employer, plus years and completed months subsequent to termination of employment as a result of total disability and prior to the earlier of age 65, death, recovery or commencement of benefits under the plan.

Pension service The sum of:

- Pension service under the terms of Part IV of the plan as it then existed as of December 31, 1975; plus
- Years and completed months of covered employment subsequent to December 31, 1975; plus
- Years and completed months of employment by a predecessor company to the extent approved by the Board of Directors; plus
- Years and completed months subsequent to termination of employment as a result of total disability and prior to the earlier of age 65, death, recovery or commencement of benefits under the plan; plus
- Any other amounts as outlined in the plan.

Compensation W-2 earnings plus Code Section 401(k) and Section 125 contributions, but not including reimbursements or other expense allowances, fringe benefits, moving expenses, other deferred compensation and welfare benefits credited or paid.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Final average earnings	Based on highest consecutive 5 calendar years of compensation during all employment with Textron.
Covered compensation	The average of the 35 Social Security wage bases ending with the year a participant terminates or retires.
Grandfathered employee	A covered employee on January 1, 2007 who had: • Attained age 60 or completed 5 years of vesting service no later than January 1, 2007 and • Earned sufficient vesting service such that the sum of the participant's age in completed years and full years of vesting service as of January 1, 2007 equals or exceeds 55.
Retirement account	The sum of: • The account balance in the Textron Retirement Account Plan and • The Actuarial Equivalent of the single sum value of all prior distributions the participant has received from such account.
Retirement account actuarial equivalence	The 1994 Group Annuity Reserving Mortality Table (unisex) and an interest rate of 7% should be used to determine the Actuarial Equivalent of a Member's Retirement Account for any purpose, except that, for purposes of projecting the Retirement Account to any age, mortality shall be disregarded.
Retirement account rollover option	The participant can roll over his entire account balance under the Textron Retirement Account Plan upon retirement into this plan. The balance is converted into an actuarial equivalent Normal Retirement pension and is reduced for early commencement consistent with post-December 31, 2006 accruals.
Normal retirement date (NRD)	Age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pension benefit

Monthly benefit is equal to the greatest of A, B, C, D or E.

- A. One-twelfth of the sum of (i) and (ii):
 - i. 1.00% of final average earnings times pension service (limited to 43.75 years) as of December 31, 2006 (Basic Pension) plus 0.50% of the difference between Final Average Earnings and 82.5% of Covered Compensation times pension service (limited to 43.75 years) as of December 31, 2006 (Additional Pension)
 - ii. 1-1/3% of Final Average Earnings times pension service earned after December 31, 2006, offset by the participant's Retirement Account expressed as an actuarially equivalent single life annuity commencing at age 65 (or, if later, his actual retirement date)
- B. For Grandfathered Employees only: one-twelfth of the sum of 1.00% of Final Average Earnings times pension service, limited to 43.75 years (Basic Pension); plus 0.50% of the difference between Final Average Earnings and 82.5% of Covered Compensation times pension service, limited to 43.75 years (Additional Pension), with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A.ii.
- C. \$50 per year of pension service up to 5 years, with any portion of such amount that is attributable to pension service earned after December 31, 2006 being offset by the participant's Retirement Account as described in A.ii.
- D. Minimum monthly benefit listed on Supplement XI ("Minimum Monthly Benefits for Certain Members").
- E. The participant's monthly accrued benefit earned as of December 31, 2006.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	50% surviving spouse benefit that would have been payable to the spouse based on the accrued benefit at date of death. Benefits commence at the participant's earliest retirement date, or date of death if later. Unmarried participants eligible for Normal Retirement or Early Retirement may designate a non-spouse beneficiary to receive this 50% survivor annuity in the event of death before retirement, at a cost of 1/12% reduction per month of coverage. If a plan member dies after termination of employment and is eligible for Normal Retirement, Disabled Retirement or Early Retirement, but before commencement of benefits, the beneficiary shall receive a monthly benefit for 60 months equal to the single life annuity the member could have received, but reduced for early commencement.
Post-retirement additional death benefit	The beneficiary shall be eligible to receive a death benefit if the participant had not yet received 60 monthly payments. The death benefit is an annuity for the remainder of the 60-month period in the amount of the participant's single life annuity. This death benefit is in addition to any other survivor annuity under the elected form of payment

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	The earlier of: Age 60, Age 55 with at least 5 years of vesting service, or Employees hired pre 1/1/2007, age 54 with at least 10 years of vesting service, or completion of 20 years of vesting service regardless of age at termination, but with benefit commencement on or after age 54.
Disability	Plan members who become disabled during employment and eligible to receive Social Security disability benefits continue to accrue pension service and vesting service until the earlier of death, recovery, age 65 or pension benefits commence.
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Postponed retirement Retirement after NRD

Pre-retirement and post-retirement death Spouse of a participant who has completed at least 5 years of vesting service

Benefits Paid Upon the Following Events

Normal retirement Monthly pension benefit determined as of NRD

Early retirement For benefits payable under monthly pension benefit sections Ai, B, D, and E, the reductions are as follows:

Age	Basic Pension Reduction Factor	Additional Pension Reduction Factor	Age	Basic Pension Reduction Factor	Additional Pension Reduction Factor
54	0.567	0.467	60	0.867	0.667
55	0.600	0.500	61	0.933	0.733
56	0.633	0.533	62	1.000	0.800
57	0.667	0.567	63	1.000	0.867
58	0.733	0.600	64	1.000	0.933
59	0.800	0.633	65	1.000	1.000

For benefits accrued on or before December 31, 2006 under monthly pension benefit section C, the Basic Pension Reduction Factor in the above table should be applied.

Members who retire before age 65 and after attaining age 62 who have completed 30 years of vesting service are entitled to the greater of 1) the Early Retirement benefit above; 2) the participant's Basic Pension Plus Additional Pension (as defined above) calculated with a maximum of 35 years of pension service, and without any reduction for early commencement.

For benefits payable under monthly pension benefit section A.ii and benefits accrued after December 31, 2006 under monthly pension benefit section C, the Normal Retirement Benefit reduced 5/12% for each month of benefit commencement before age 65.

Vested termination Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 65), equals the participant's Normal Retirement benefit. The benefit is reduced the same as the Early Retirement benefit if commenced before age 65, but no earlier than age 55 (54 for participants hired on or before December 31, 2006).

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. If married, on a reduced basis, a 50% joint and surviving spouse form is automatic.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B2: Summary of principal plan provisions – Union Employees

Plan Provisions

Covered employees	All employees covered by the Collective Bargaining Agreements between Bell Helicopter Textron Inc., in Dallas and Tarrant Counties, Texas and UAW Locals 218 and 317, and United Plant Guard Workers of America Local 256.
Participation date	Closed to new hires, rehires or transfers effective as of October 15, 2013.

Definitions

Vesting service	A participant earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 or more hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,600 hours. Such hours include all periods of time for which the participant is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Hours of service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	Termination of employment on or after attaining age 65, or age 62 with 5 years of vesting service.
Monthly pension benefit	For UAW Local 218 employees, \$79.00 per year of pension service. For all others, \$71.00 per year of pension service.
Monthly disability benefit	\$350 is payable until age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and then at that time died.
Post-retirement additional death benefit	Lump sum benefit of \$6,000 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.
Level income special allowance (LISA)	Monthly benefit of \$1,000 payable until age 62. Employees who terminate or retire after December 31, 2013 will not be eligible for the Level Income Special Allowance (LISA).
Lump sum payments	A payment of \$500 no later than December 15, 2009, December 15, 2010 and December 15, 2011.

Eligibility for Benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 with at least 5 years of vesting service
Disability	Plan members who become disabled during employment and have 10 years of pension service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Pre-retirement and post-retirement death	Spouse of a participant who has completed at least 5 years of vesting service
Level income special allowance (LISA)	Participants who attain age 60 with 20 years of pension service. Employees who terminate or retire after December 31, 2013 will not be eligible for the Level Income Special Allowance (LISA).
Lump sum payments	Annual lump sums will not be paid to retirees.
Postponed retirement	Retirement after NRD

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The monthly pension benefit is reduced from age 62 at $\frac{1}{4}\%$ per month for the first 24 months and $\frac{1}{3}\%$ thereafter. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.
Disablement	Monthly disability benefit paid until age 65
Vested termination	Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 62), equals the participant's Normal Retirement benefit. Benefits are reduced as described above if benefit commencement is before age 62.

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension Increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Benefits Valued Since Prior Year

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B3: Summary of principal plan provisions – Non Union Employees

Plan Provisions

Covered employees	Non-union hourly paid employees of Bell Helicopter Textron, Inc. in Dallas and Tarrant counties, Texas.
Participation date	A covered employee begins participation on date of hire.

Definitions

Vesting service	A participant earns one year of vesting service for each calendar year of 1,000 or more hours of service, subject to a minimum of the pension service earned for that year.
Pension service	A participant earns one year of service toward benefit accrual if compensated for 1,600 or more hours per calendar year, reduced pro-rata to the nearest 1/10 year for less than 1,600 hours. Such hours include all periods of time for which the participant is paid by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Hours of service	Such hours include all periods of time for which the Employee is paid or entitled to payment by the Company or by a member of the Controlled Group, and also all other hours as required under Department of Labor regulations.
Normal retirement date (NRD)	Termination of employment on or after attaining age 65, or age 62 with 10 years of vesting service.
Monthly pension benefit	\$51.00 per year of pension service.
Monthly disability benefit	\$350 commencing twelve months after total disability is payable until age 65
Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and then at that time died.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Post-retirement additional death benefit

Lump sum benefit of \$6,000 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.

Level income special allowance (LISA)

Monthly benefit of \$800 payable until age 62.

Eligibility for benefits**Normal retirement**

Retirement on NRD

Early retirement

Age 55 with at least 10 years of vesting service

Disability

Plan members who become disabled during employment and have 10 years of pension service

Vested termination

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

Pre-retirement and post-retirement death

Spouse of a participant who has completed at least 5 years of vesting service

Level income special allowance (LISA)

Participants who attain age 60 with 20 years of pension service

Postponed retirement

Retirement as of NRD

Benefits Paid Upon the Following Events**Normal retirement**

Monthly pension benefit determined as of NRD

Early retirement

The monthly pension benefit is actuarially reduced from age 62. For retirements at or after age 60 with 20 or more years of pension service, the benefit is payable unreduced.

Disablement

Monthly disability benefit commencing twelve months after total disability is payable until age 65

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Vested termination

Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 62). Benefits are reduced as described above if benefit commencement is before age 62.

Other Plan Provisions

Forms of payment

The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.

Pension Increases

None

Plan participants' contributions

None

Maximum on benefits and pay

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

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Appendix B4: Summary of principal plan provisions – Amarillo Employees

Plan Provisions

Covered employees Hourly-paid employees of the Amarillo, Texas Overhaul and Modification Center of Bell Helicopter Textron, Inc. are covered by this plan. Employees hired on or after September 8, 1989 are not eligible to participate.

Participation date A covered employee begins participation on date of hire.

Definitions

Vesting service The sum of:

- Vesting service, if any, at December 31, 1988, and
- One year of vesting service for each calendar year after 1988 in which the employee accumulated 1,000 or more hours of service.

Pension service The sum of:

- Pension service, if any, at December 31, 1988, and
- A fraction of a year of pension service for the period from January 1, 1989 to September 9, 1989 equal to the hours of service accumulated in such period divided by 1,600 hours of service and rounded to the nearest tenth.

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

Normal retirement date (NRD) First of month coinciding with or next following the attainment of age 65.

Monthly pension benefit Monthly benefit equal to \$19.00 per year of pension service. Employees as of July 1, 1975 who retire at Normal Retirement Age with 5 or more years of pension service will receive credit for at least 10 years of pension service.

Plan Name: Bell Helicopter Textron Master Retirement Plan
EIN / PN: 05-0315468 / 006
Plan Sponsor: Textron Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Monthly disability benefit	\$250 commencing 12 months after total disability is payable until age 65
Monthly pre-retirement death benefit	55% survivor benefit computed as if the participant had terminated employment at the date of death, survived to age 55, or date of death, if later, and elected to commence benefits under the Normal Form of Payment, and at that time died.
Post-retirement additional death benefit	Lump sum benefit of \$1,500 is payable to the employee's designated beneficiary. This death benefit is in addition to any other survivor annuity under the elected form of payment.

Eligibility for benefits

Normal retirement	Retirement on NRD
Early retirement	Age 55 with at least 10 years of vesting service
Disability	Plan members who become disabled during employment and have 10 years of vesting service
Vested termination	Termination for reasons other than death or retirement after completing five years of vesting service
Pre-retirement and post-retirement death	Spouse of a participant who has completed at least 5 years of vesting service

Benefits Paid Upon the Following Events

Normal retirement	Monthly pension benefit determined as of NRD
Early retirement	The monthly pension benefit is actuarially reduced from age 65
Disablement	Monthly disability benefit commencing 12 months after total disability is payable until age 65
Vested termination	Payable as a straight life annuity starting on the participant's Normal Retirement Age (age 65). Benefits are reduced as described above if benefit commencement is before age 65

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Forms of payment	The normal form is a single life annuity, unless married. If married, on a reduced basis, a 55% joint and surviving spouse form is automatic unless the spouse consents otherwise.
Pension increases	None
Plan participants' contributions	None
Maximum on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are assumed for determining pension cost but not for determining contributions.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

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

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were changed from \$11,400,000 for the prior valuation to \$3,800,000 for the current valuation.

Plan Name:	Bell Helicopter Textron Master Retirement Plan
EIN / PN:	05-0315468 / 006
Plan Sponsor:	Textron Inc.
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