

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
--	---	---

Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here.▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT
1b	Three-digit plan number (PN) ▶ 007
1c	Effective date of plan 08/27/1985
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) COPELAND SCROLL COMPRESSORS LP COPELAND SCROLL COMPRESSORS LP 1675 WEST CAMPBELL ROAD SYDNEY, OH 45365
2b	Employer Identification Number (EIN) 34-4210902
2c	Plan Sponsor's telephone number 937-498-3688
2d	Business code (see instructions) 335900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	07/15/2025	LINDSEY LANZISERO
	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	3b Administrator's EIN 3c Administrator's telephone number
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 1510
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 398 6a(2) 366 6b 658 6c 260 6d 1284 6e 163 6f 1447 6g(1) 6g(2) 6h 35
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1B

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 _____
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
--	---	--

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024	
Round off amounts to nearest dollar.	
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) 007
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 10 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	53933374	
b	Actuarial value	2b	58546752	
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	805	28300447	28300447
b	For terminated vested participants	307	4149125	4149125
c	For active participants	398	8309199	8513092
d	Total	1510	40758771	40962664
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.26 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	440459	
b	Expected plan-related expenses	6b	279000	
c	Target normal cost	6c	719459	

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 SCOTT LESINSKI Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 7733 FORSYTH BOULEVARD SUITE 1350 ST. LOUIS, MO 63105-3437 Address of the firm	07/08/2025 Date 23-08121 Most recent enrollment number 314-719-5900 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)	6889524	0
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)	6889524	0
10 Interest on line 9 using prior year's actual return of <u>10.76</u> %	741313	0
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>5.43</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)	7630837	0

Part III Funding Percentages

14 Funding target attainment percentage	14	124.29 %
15 Adjusted funding target attainment percentage	15	142.92 %
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	142.05 %
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)		18(c)

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

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	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: 5.00 %	3rd segment: 5.74 %
	☐ N/A, full yield curve used		
b Applicable month (enter code).....	21b	4	
22 Weighted average retirement age	22	61	
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	719459	
b Excess assets, if applicable, but not greater than line 31a	31b	719459	
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
		2023
		This Form is Open to Public Inspection.

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

A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) 007
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

Yes

☒

No
- b

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

(b)

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

(b)

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

(b)

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

(b)

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

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

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

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

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

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

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

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

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

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

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

NORTHERN TRUST

36-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28	NONE	128775	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIS TOWERS WATSON

23-1159360

(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 49	NONE	106150	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMERSON

43-0259330

(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 49	NONE	83542	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)

CAPTRUST ADVISORS

26-0058143

(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?
27	NONE	46251	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GRANT THORNTON LLP

36-6055558

(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	NONE	10000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024		
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) ▶ 007	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INVT FD			
b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.			
c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 947472	
a Name of MTIA, CCT, PSA, or 103-12 IE: MFO GREAT GRAY COLLECTIVE DB GROWTH			
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST CO			
c EIN-PN 82-0737797-187	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36839731	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024		
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) ▶	007
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902	

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	742466	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	276937	173891
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	6249205	4968610
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)		
(B) All other.....	1c(3)(B)	13029003	15142356
(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)	33640318	37787203
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other.....	1c(15)	533890	2543986

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	54471819	60616046
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	538445	
k Total liabilities (add all amounts in lines 1g through 1j)	1k	538445	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	53933374	60616046

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)	204945	
(C) Corporate debt instruments	2b(1)(C)	624590	
(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)		829535
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	602742	
(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)		8952850
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		10385127

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3179092	
(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)		3179092
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)	83542	
(4) IQPA audit fees.....	2i(4)	10000	
(5) Investment advisory and investment management fees	2i(5)	90888	
(6) Bank or trust company trustee/custodial fees	2i(6)	84139	
(7) Actuarial fees	2i(7)	106150	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	148644	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		523363
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3702455

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		6682672
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **GRANT THORNTON LLP**

(2) EIN: **36-6055558**

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?	☒		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 540448.

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

For calendar plan year 2023 or fiscal plan year beginning 10/01/2023 and ending 09/30/2024		
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) 007	
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902	

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): 36-3046063 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	19

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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes	☒ No	☐ N/A
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
----------	------------

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

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

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: <u>45.6</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>44.9</u> % High-Yield Debt: <u>4.1</u> % Real Assets: <u>1.8</u> % Cash or Cash Equivalents: <u>1.8</u> % Other: <u>1.8</u> %	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:	
☐ Yes.	
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.	
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.	
☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
-----------------	---------------------------------

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 and Report of
Independent Certified Public
Accountants

**Copeland Corporation Retirement Income Plan
for Employees in Collective Bargaining Unit**

September 30, 2024 and 2023

Contents

Page

Report of Independent Certified Public Accountants	3
Financial Statements	
Statements of net assets available for benefits	7
Statements of changes in net assets available for benefits	8
Notes to financial statements	9
Supplemental Schedules	
Schedule H, line 4i - schedule of assets (held at end of year)	17
Schedule H, line 4j - schedule of reportable transactions	19

GRANT THORNTON LLP

Grant Thornton Tower
171 N. Clark St., Suite 200
Chicago, IL 60601

D +1 312 856 0200

F +1 312 602 8099

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrator and Plan Participants
Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit

Scope and nature of the ERISA Section 103(a)(3)(C) audit

We have performed audits of the financial statements of Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of September 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of September 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note H to the financial statements, is complete and accurate.

Opinion

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

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

Basis for opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of management for the financial statements

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

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

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

Auditor's responsibilities for the audit of the financial statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance

with US 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 US GAAS, we:

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

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

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

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

Other matter - supplemental schedules required by ERISA

The supplemental schedules of assets (held at end of year) as of September 30, 2024 and of reportable transactions for the year ended September 30, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules,

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

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

In our opinion

The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Grant Thornton LLP

Chicago, Illinois
July 14, 2025

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

September 30,

	2024	2023
ASSETS		
Cash, non-interest bearing	\$ -	\$ 742,466
Investments		
Investments, at fair value	60,442,155	53,452,416
Receivables		
Interest income	173,891	167,538
Broker	-	109,399
Total receivables	173,891	276,937
Total assets	60,616,046	54,471,819
LIABILITIES		
Broker payable	-	(538,445)
NET ASSETS AVAILABLE FOR BENEFITS	\$ 60,616,046	\$ 53,933,374

The accompanying notes are an integral part of these financial statements.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended September 30,

	<u>2024</u>	<u>2023</u>
Additions		
Investment income (loss)		
Plan interest in Emerson Electric Co.		
Master trust net investment income (loss) (Note C)	\$ -	\$ 6,171,789
Net appreciation (depreciation) in fair value of investments	9,555,592	(1,187,862)
Dividend and interest income	<u>829,535</u>	<u>566,072</u>
Net investment income	10,385,127	5,549,999
Deductions		
Benefits paid directly to participants	(3,179,092)	(2,832,969)
Plan expenses	<u>(523,363)</u>	<u>(362,011)</u>
Total deductions	<u>(3,702,455)</u>	<u>(3,194,980)</u>
NET INCREASE	6,682,672	2,355,019
Net assets available for benefits at beginning of year	<u>53,933,374</u>	<u>51,578,355</u>
Net assets available for benefits at end of year	<u><u>\$ 60,616,046</u></u>	<u><u>\$ 53,933,374</u></u>

The accompanying notes are an integral part of these financial statements.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS

September 30, 2024 and 2023

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan Documents for more complete information.

General

The Plan was a defined benefit plan sponsored by Emerson Electric Co. (the “Company”) covering substantially all hourly union employees of the Sidney, Ohio location of Copeland Corporation division (the “Employer”) of the Company. On May 31, 2023, the Company announced that private equity funds managed by Blackstone completed the previously announced acquisition of a majority stake in its Climate Technologies business (which constitutes the Climate Technologies segment, excluding Therm-O-Disc which was divested earlier in fiscal 2022). Effective with this transaction (the “spin off”) the new standalone company, Copeland Scroll Compressors LP (“Copeland”), assumed sponsorship of the Plan. Related to this acquisition, the Plan was amended and restated effective June 1, 2023.

Participation begins effective the date on which the employee completes 90 calendar days of employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Plan’s investments are held by The Northern Trust Company (the “Trustee”).

Pension Benefits

Under the terms of the Plan, participants are eligible for monthly benefit payments upon reaching the normal retirement age, which is defined as being the later of the date the participant attains age 65 or completes five years of service. The Plan provides for participant vesting with five years of pension-credited service. A participant whose employment with the Employer is terminated other than by death is eligible for early retirement benefits commencing at age 55, provided the credited service of the participant is at least five years. Annual benefit payments are determined by application of a benefit rate, as set forth in the Plan, multiplied by the number of years of pension-credited service. A participant can earn a maximum of 40 years of pension-credited service.

For each calendar year commencing on or after June 1, 2023, an employee shall accrue one year of pension-credited in which they have completed at least 1,680 hours of service, provided that no more than one year of pension-credited service may be earned in any calendar year for any purpose of the Plan. If an employee is credited with fewer than 1,680 hours of service in any calendar year, they will earn one-tenth of a year of pension-credited service for each 168 hours of service they complete, and any remaining hours, if 84 or more, will count as one-tenth of a year of pension-credited service, but if fewer than 84, will not count.

A participant who retires at a normal retirement date shall receive a monthly normal retirement benefit for the participant’s life or 10 years, whichever period is longer, as determined by the Plan Documents.

Vesting

Participants fully vest upon completing five years of pension-credited service. If employees terminate before vesting, they forfeit all accrued benefits.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

Death and Disability Benefits

If an employee dies after becoming vested, the participant's surviving spouse shall be paid a survivor annuity for the life of the surviving spouse, equal to the annuity that would be payable to the surviving spouse under an automatic survivor benefit commencing at the date the employee would have become eligible for an early retirement benefit had the employee lived. Active employees who become totally and permanently disabled after the completion of five years of pension-credited service receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled.

Contributions and Funding

Contributions from Copeland are subject to Internal Revenue Service ("IRS") limitations and are based on actuarial calculations of normal cost. Copeland satisfied the minimum funding requirements of ERISA.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, the actuarial present value of accumulated benefits at the date of the financial statements, and the reported amounts of additions to and deductions from net assets during the reporting period. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

Purchases and sales of investments are recorded on a trade-date basis. Investment income is recorded as earned. Dividends are recorded on the ex-dividend date. As noted in Note A, the Plan was previously sponsored by Emerson Electric Co. and the Plan participated in the Emerson Electric Co. Master Trust ("Master Trust"). Upon change in sponsorship, the Plan's investments were transferred out of the Master Trust. The 2023 allocable income from the Plan's interest in the Master Trust is shown in the statement of changes in net assets available for benefits.

Expenses

Investment management and certain administrative expenses are paid by the Plan. Expenses include Pension Benefit Guaranty Corporation ("PBGC") premiums and professional fees.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

NOTE C - FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board has issued guidance regarding the disclosure of fair value measurements. The guidance establishes a formal hierarchy and framework for measuring fair value and provides guidance on the disclosure of fair value measurements and the reliability of valuation inputs. Under the guidance, measurement assumes the transaction to sell an asset or transfer a liability occurs in the principal or at least the most advantageous market for that asset or liability. Within the hierarchy, Level 1 instruments use observable market prices for the identical item in active markets and have the most reliable valuations. Level 2 instruments are valued through broker/dealer quotations or through market-observable inputs for similar items in active markets, including forward and spot prices, interest rates and volatilities. Level 3 instruments are valued using inputs that are not observable in an active market, such as company-developed future cash flow estimates, and are considered the least reliable.

The following leveling table presents the fair value measurements of the Plan's investments as of September 30, 2024 :

	2024				
	Level 1	Level 2	Level 3	NAV**	Total
Cash and cash equivalents*	\$ 947,472	\$ -	\$ -	\$ -	\$ 947,472
Government and corporate bonds*	-	20,110,968	-	-	20,110,968
Collective trusts	-	-	-	36,839,731	36,839,731
Other	-	2,543,984	-	-	2,543,984
Total	<u>\$ 947,472</u>	<u>\$ 22,654,952</u>	<u>\$ -</u>	<u>\$ 36,839,731</u>	<u>\$ 60,442,155</u>

The following table presents the fair value measurements as of September 30, 2023:

	2023				
	Level 1	Level 2	Level 3	NAV**	Total
Cash and cash equivalents*	\$ 1,375,020	\$ -	\$ -	\$ -	\$ 1,375,020
Government and corporate bonds*	-	19,278,228	-	-	19,278,228
Collective trusts	-	-	-	32,265,298	32,265,298
Other	-	533,890	-	-	533,890
Total	<u>\$ 1,375,020</u>	<u>\$ 19,812,098</u>	<u>\$ -</u>	<u>\$ 32,265,298</u>	<u>\$ 53,452,416</u>

* Certain amounts in the prior-year financial statements were reclassified to conform the current-year presentation.

** Certain investments that are measured at fair value using the net asset value ("NAV") per share practical expedient (or its equivalent) have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

Fair value of the Plan's investments at September 30, 2024 and 2023 are described as follows:

Cash and Cash Equivalents: Valued at cost plus any accrued interest. This investment is classified within Level 1 of the fair value hierarchy.

Government and Corporate Bonds: Government bonds represent investment-grade instruments issued by federal, state and local governments, primarily in the United States. Corporate bonds represent investment-grade debt of issuers primarily from the United States. High-yield bonds include non-investment-grade debt from a diverse group of developed market issuers. Debt securities categorized as Level 2 assets are generally valued based on independent broker/dealer bids or by comparison to other debt securities having similar durations, yields and credit ratings.

Other: Represents various assets within the portfolio, including certain asset-backed securities and collateralized loan obligations. Debt securities categorized as Level 2 assets are generally valued based on independent broker/dealer bids or by comparison to other debt securities having similar durations, yields and credit ratings.

Collective Trust: Valued at the NAV of units held by the Plan. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. There are no redemption restrictions or unfunded commitments.

NOTE D - PLAN TERMINATION AND PBGC MATTERS

Copeland has not expressed any intention to terminate the Plan. However, in the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder and the Plan document.

Should the Plan be terminated at some future time, all participants become 100% vested in benefits earned as of the termination date.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivors' pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

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

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

NOTE E - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees of their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuations as of September 30, 2023 and 2022, are as follows:

Discount rate	6.07% in 2023; 5.65% in 2022
Mortality	Pri-2012 projected back to 2012, using Scale MP-2021 in 2023 and 2022;
Retirement age	Varies by age between 55 and 69 with 100% retired by age 70 in 2023 and 2022

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

The actuarial present value of accumulated plan benefits as of September 30, 2023, is as follows:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Active employees	\$ 7,813,618
Participants with deferred benefits	3,763,437
Participants receiving benefits	<u>26,027,794</u>
Total vested benefits	37,604,849
Non-vested benefits	<u>212,952</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 37,817,801</u>

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

The change in the actuarial present value of accumulated plan benefits for the year ended September 30, 2023, consist of the following:

Actuarial present value of accumulated plan benefits, September 30, 2022	\$ 39,218,206
Increase (decrease) during the year attributable to	
Benefits accumulated	455,584
Actuarial gain	422,154
Increase for interest due to the decrease in discount period	2,162,665
Benefits paid	(2,832,969)
Change in actuarial assumptions	<u>(1,607,839)</u>
Net decrease	<u>(1,400,405)</u>
Actuarial present value of accumulated plan benefits, September 30, 2023	<u>\$ 37,817,801</u>

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2023 and 2022. Had the valuations been performed as of September 30, 2023 and 2022, there would be no material difference.

NOTE F - INCOME TAX STATUS

The IRS has determined and informed the Company by a letter dated September 20, 2016, that the Plan investments were designed in accordance with the applicable regulations of the Internal Revenue Code ("IRC"). The Plan has been restated effective June 1, 2023, since receiving the determination letter; however, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and that the Plan investments continue to be tax exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. The Plan administrator has analyzed the tax positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any periods in progress.

NOTE G - RISKS AND UNCERTAINTIES

The Plan's investments are exposed to various risks, such as interest rate, credit and overall market volatility risks. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits and may impact the funded position of the Plan. As a result, the Plan may require additional funding in subsequent years.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2024 and 2023

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

NOTE H - INFORMATION CERTIFIED BY THE TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements is complete and accurate:

- Investments, at fair value as shown in the statements of net assets available for benefits as of September 30, 2024 and 2023.
- Investment income (loss), as shown in the statements of changes in net assets available for benefits for the years ended September 30, 2024 and 2023.
- Schedule of assets (held at end of year) as of September 30, 2024.
- Schedule of Reportable Transactions for the year ended September 30, 2024.

NOTE I - PARTIES-IN-INTEREST

The Plan's investments are held by the Trustee. The Trustee charges fees for the management of the account. Fees charged by the Trustee are ordinary and customary. These fees qualify as permitted party-in-interest transactions under ERISA.

Certain investments of the Plan are managed by the Trustee. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

NOTE J - SUBSEQUENT EVENTS

Plan management evaluated events subsequent to September 30 2024 and through July 14, 2025, the date on which the financial statements were available to be issued. Plan management is not aware of any subsequent events that would require recognition or disclosure in the accompanying financial statements

SUPPLEMENTAL SCHEDULES

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	Government bonds	\$ 88,936	\$ 96,811
	UNITED STATES OF AMER TREAS BONDS 4.5% 02-15-2044	Government bonds	257,085	271,294
	UNITED STATES OF AMER TREAS NOTES 4.375% 05-15-2034	Government bonds	247,520	261,836
	UNITED STATES OF AMER TREAS STRIP 0% 08-15-2053	Government bonds	158,312	174,693
	UNITED STATES OF AMER TREAS STRIP 0% 02-15-2053	Government bonds	193,739	202,378
	UNITED STATES TREAS BDS DTD 00305 4.75% 05-15-2054	Government bonds	126,413	124,739
	UNITED STATES TREAS SEC STRIP 02-15-2046	Government bonds	270,074	294,688
	UNITED STATES TREAS SEC STRIP DISC NT 02-15-2049	Government bonds	225,241	241,498
	UNITED STATES TREAS SEC STRIP 0% STRIP 02-15-2048	Government bonds	214,857	230,558
	UNITED STATES TREAS SEC STRIP 0% 02-15-2054	Government bonds	83,060	79,043
	UNITED STATES TREAS SEC STRIP 0% 05-15-2054	Government bonds	79,979	75,650
	UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT 02-15-2045 (UNDDATE) REG	Government bonds	330,427	361,031
	US TREASURY N/B 3.875% 08-15-2034	Government bonds	101,563	100,703
	UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 02-15-2050	Government bonds	172,084	180,747
	UTD STATES TREAS SEC STRIPPED INT 0% 08-15-2054	Government bonds	56,839	57,038
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2043	Government bonds	161,996	186,803
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2044	Government bonds	333,594	365,002
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2047	Government bonds	380,922	400,447
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2051	Government bonds	152,420	158,162
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2052	Government bonds	135,671	139,529
	UTD STATES TREAS ZERO CPN 0% DUE 05-15-2054	Government bonds	850,229	839,770
	PRIVATE EXPT FDG CORP 4.6% 02-15-2034	Government bonds	45,029	45,723
	BBCMS MTG TR 2023-C22 COML MTG PASS THRUCTF CL 7.12573% 11-15-2056	Government bonds	72,205	80,467
	BHP BILLITON FIN USA LTD 4.9% 02-28-2033	Corporate bonds	102,077	107,752
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	Corporate bonds	167,932	181,983
	BANK OF NOVA SCOTIA 2.45% DUE 02-02-2032BEO	Corporate bonds	123,508	135,087
	BROOKFIELD FIN INC 4.25% DUE 06-02-2026	Corporate bonds	33,326	34,971
	CANADIAN NATL RY CO 3.65% 02-03-2048	Corporate bonds	97,014	103,140
	MANULIFE FINL CORP 4.061% DUE 02-24-2032	Corporate bonds	130,125	137,935
	TORONTO DOMINION BK 4.456% 06-08-2032	Corporate bonds	88,098	94,382
	PVTPPL BNP PARIBAS 3.052% 01-13-2031	Corporate bonds	167,800	184,539
	TOTAL CAP INTL FIXED 2.829% 01-10-2030	Corporate bonds	98,458	108,312
	AERCAP IRELAND CAP/GLOBA 1.65% DUE 10-29-2024 BEO	Corporate bonds	156,849	164,538
	PVTPPL ENEL FIN INTL N V BNDS 3.5% DUE 04-06-2028 BEO	Corporate bonds	113,731	121,265
	SUMITOMO MITSUI FINL GROUP INC 5.52% 01-13-2028	Corporate bonds	198,350	207,411
	STATOIL ASA 3.95 DUE 05-15-2043	Corporate bonds	86,137	91,867
	ASTRAZENECA PLC NT 3% 05-28-2051	Corporate bonds	38,964	40,104
	HSBC HLDGS PLC 4.375% DUE 11-23-2026	Corporate bonds	151,538	159,328
	NATWEST GROUP PLC 1.642% 06-14-2027	Corporate bonds	70,751	76,256
	REYNOLDS AMERN INC FIXED 4.45% DUE 06-12-2025	Corporate bonds	171,438	174,471
	SANTANDER UK GROUP HLDGS PLC 1.53% 08-21-2026	Corporate bonds	37,716	38,817
	ABBVIE INC 5.05% 03-15-2034	Corporate bonds	65,256	67,894
	ALLSTATE CORP 4.2% DUE 12-15-2046	Corporate bonds	123,965	139,862
	AMAZON COM INC 2.5% DUE 06-03-2050	Corporate bonds	169,391	178,374
	AMEREN ILL CO 3.7% 12-01-2047	Corporate bonds	185,246	199,648
	AMERICAN ELECTRIC POWER CO INC 5.75% DUE11-01-2027 BEO	Corporate bonds	100,709	104,515
	AMERICAN EXPRESS CO 5.282% 07-27-2029	Corporate bonds	116,395	119,112
	AMERICAN HONDA FINANCE 5.85% 10-04-2030	Corporate bonds	36,361	37,708
	AMERICAN TOWER CORP 2.75% DUE 01-15-2027	Corporate bonds	177,491	188,439
	AMERN HONDA FIN 4.4% DUE 09-05-2029	Corporate bonds	64,922	65,279
	AMERN TOWER CORP 1.3% DUE 09-15-2025	Corporate bonds	18,281	19,372
	ANTHEM INC NT 4.1% 05-15-2032	Corporate bonds	174,903	185,443
	APPLE INC 4.375% DUE 05-13-2045	Corporate bonds	287,961	307,393
	ARES CAP CORP 7.0% 01-15-2027	Corporate bonds	105,153	109,295
	AT&T INC 4.35% DUE 03-01-2029	Corporate bonds	168,747	181,089
	AVALONBAY CMNTYS 5.35% 06-01-2034	Corporate bonds	92,194	94,200
	BAKER HUGHES LLC/CO-OBL 2.061% 12-15-2026	Corporate bonds	80,539	86,287
	BANK OF AMERICA CORPORATION 2.087% 06-14-2029	Corporate bonds	237,398	258,567
	BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	Corporate bonds	123,148	132,977
	BLACKSTONE PVT CR 2.625% DUE 12-15-2026	Corporate bonds	90,155	99,283
	BORGWARNER INC 4.95% 08-15-2029	Corporate bonds	116,329	116,914
	BOSTON GAS CO 3.001% DUE 08-01-2029	Corporate bonds	110,414	120,603
	BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032	Corporate bonds	145,264	155,970
	BRIGHTHOUSE FINL INC 3.7% 06-22-2027	Corporate bonds	52,476	53,799
	BRISTOL MYERS SQUIBB CO 5.9% 11-15-2033	Corporate bonds	75,798	82,880
	BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043	Corporate bonds	122,942	134,374
	CAPITAL ONE FINL CORP SR NT FIXED / FLTGA.927% 05-10-2028	Corporate bonds	105,645	111,315
	CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030	Corporate bonds	83,529	90,292
	CHUBB INA HLDGS INC 5.0% 03-15-2034	Corporate bonds	56,600	57,115
	CIGNA CORP NEW 2.4% DUE 03-15-2030	Corporate bonds	59,052	64,294
	CISCO SYS INC 5.05% 02-26-2034	Corporate bonds	14,985	15,753
	CISCO SYS INC 5.5% DUE 01-15-2040	Corporate bonds	112,064	119,008
	CITIGROUP INC FIXED 2.666% DUE 01-29-2031	Corporate bonds	120,202	132,105
	COMCAST CORP NEW 3.4% DUE 07-15-2046	Corporate bonds	82,308	88,991
	COMCAST CORP NEW 4.25% DUE 01-15-2033	Corporate bonds	216,435	231,147
	COMWLTH EDISON CO 3.7% DUE 03-01-2045	Corporate bonds	107,007	125,185
	CONAGRA BRANDS INC 1.375% DUE 11-01-2027	Corporate bonds	114,101	123,580
	CONOCOPHILLIPS 5.3% 05-15-2053	Corporate bonds	99,891	106,115
	CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG	Corporate bonds	112,599	123,912
	COREBRIDGE FINL INC SR NT 3.65% 04-05-2027	Corporate bonds	56,145	59,025
	COREBRIDGE FINL INC 6.875% 12-15-2052	Corporate bonds	91,913	93,164
	CORPORATE OFFICE PPTYS L P 2.0% 01-15-2027	Corporate bonds	51,030	57,745
	COX COMMUNICATIONS INC NEW 5.45% 09-15-2028	Corporate bonds	85,708	88,002
	CVS HEALTH CORP 1.75% DUE 08-21-2030	Corporate bonds	101,435	110,688
	DEERE JOHN CAPITAL CORP 5.05% 06-12-2034	Corporate bonds	94,415	99,190
	DTE ELEC CO 2.25% DUE 03-01-2030	Corporate bonds	88,912	95,495
	DTE ELEC CO 2.95% DUE 03-01-2050	Corporate bonds	104,571	116,353
	DUKE ENERGY CORP 4.3% DUE 03-15-2028	Corporate bonds	100,623	105,100
	DUKE ENERGY IND 3.75% DUE 05-15-2046	Corporate bonds	92,021	101,193
	ENTERPRISE PRODS 2.8% DUE 01-31-2030	Corporate bonds	27,071	27,989

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2024

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	EVERSOURCE ENERGY 2.9% 03-01-2027	Corporate bonds	\$ 68,124	\$ 72,576
	EXXON MOBIL CORP 3.095% DUE 08-16-2049	Corporate bonds	51,669	55,069
	FL PWR & LT CO 5.25% DUE 02-01-2041	Corporate bonds	154,131	164,222
	GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040	Corporate bonds	114,074	121,661
	GEN MOTORS FINL CO 4.3% DUE 04-06-2029	Corporate bonds	153,881	166,418
	GEORGIA PWR CO 2.65% DUE 09-15-2029	Corporate bonds	128,264	140,020
	GILEAD SCIENCES 4% DUE 09-01-2036	Corporate bonds	56,744	61,108
	GOLDMAN SACHS GROUP INC 1.992% DUE 01-27-2032 REG	Corporate bonds	210,530	235,240
	HALEON US CAPITAL LLC 3.625% 03-24-2032	Corporate bonds	144,562	155,204
	HCA INC 5.2% 06-01-2028	Corporate bonds	86,565	87,221
	HOME DEPOT INC 4.5% DUE 12-06-2048	Corporate bonds	140,050	149,631
	HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054	Corporate bonds	120,414	125,156
	INTEL CORP 3.734% 12-08-2047 BEO	Corporate bonds	155,035	154,603
	INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040	Corporate bonds	102,609	113,351
	OHNSON & JOHNSON 3.5% 01-15-2048	Corporate bonds	91,723	95,758
	JOHNSON & JOHNSON 3.55% DUE 03-01-2036	Corporate bonds	45,168	46,782
	JPMORGAN CHASE & CO 2.069% 06-01-2029	Corporate bonds	80,961	87,892
	JPMORGAN CHASE & CO 3.882% 07-24-2038	Corporate bonds	144,893	159,877
	KIMCO RLTY CORP 2.8% DUE 10-01-2026	Corporate bonds	137,273	145,541
	KINDER MORGAN INC DEL SR NT 5.1% 08-01-2029	Corporate bonds	56,422	56,432
	LILLY ELI & CO 3.95% 03-15-2049	Corporate bonds	63,731	69,635
	MASTERCARD INC 3.65% DUE 06-01-2049	Corporate bonds	100,117	110,676
	MFRS & TRADERS TR CO BK 3.4% 08-17-2027	Corporate bonds	192,818	208,947
	MIDAMERICAN ENERGY 4.8% DUE 09-15-2043	Corporate bonds	119,732	130,623
	MORGAN STANLEY 1.928% DUE 04-28-2032	Corporate bonds	63,881	67,876
	MOTOROLA SOLUTIONS INC 5.4% 04-15-2034	Corporate bonds	44,923	46,963
	NATIONAL RURAL UTILS COOP FIN CORP BD 5.8% 01-15-2033	Corporate bonds	50,998	54,163
	NATIONAL RURAL UTILS COOP FIN CORP 3.9% DUE 11-01-2028 REG	Corporate bonds	164,194	173,150
	NEVADA PWR CO 3.7% DUE 05-01-2029	Corporate bonds	108,439	117,518
	O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031	Corporate bonds	81,009	88,945
	OMNICOM GROUP INC SR NT 2.6% 08-01-2031	Corporate bonds	101,350	110,834
	ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049	Corporate bonds	115,454	124,375
	PAYPAL HLDGS INC 5.15% 06-01-2034	Corporate bonds	55,400	57,371
	PEPSICO INC 2.875% DUE 10-15-2049	Corporate bonds	42,270	46,454
	PFIZER INVESTMENT ENTER 5.3% 05-19-2053	Corporate bonds	156,040	165,511
	PNC BK N A PITTSBURGH PA MEDIUM TERM SUB4.05% DUE 07-26-2028	Corporate bonds	155,307	168,702
	PROLOGIS L P 1.25% 10-15-2030	Corporate bonds	121,326	134,978
	PRUDENTIAL FINL 3% DUE 03-10-2040	Corporate bonds	72,854	79,148
	PUB SVC ELEC GAS CO FIXED 3.2% 05-15-2029 REG	Corporate bonds	62,983	67,313
	PUB SVC ELEC GAS CO SECD 3.95 DUE 05-01-2042 REG	Corporate bonds	86,111	96,126
	PVTPL BELROSE FDG TR 2.33% DUE 08-15-2030/05-15-2030 BEO	Corporate bonds	90,878	102,969
	PVTPL CAMERON LNG LLC 2.902% 07-15-2031	Corporate bonds	113,496	121,204
	PVTPL CNO GLOBAL FDG 1.65% 01-06-2025	Corporate bonds	32,760	34,634
	PVTPL HYUNDAI CAPITAL AMERICA 5.68% 06-26-2028	Corporate bonds	133,387	140,033
	PVTPL MET LIFE GLOB FUNDING I 3.05% DUE 06-17-2029	Corporate bonds	83,078	90,058
	PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050	Corporate bonds	113,216	124,221
	PVTPL PENSKE TRUCK LEASING CO L P/PTL FIN CO 1.7% DUE 06-15-2026 BEO	Corporate bonds	62,098	66,797
	SIMON PTY GROUP L 3.375% DUE 06-15-2027	Corporate bonds	88,189	93,500
	SIMON PTY GROUP L 3.8% DUE 07-15-2050	Corporate bonds	92,301	103,266
	SOUTHERN CALIF EDISON 4.875% 02-01-2027	Corporate bonds	105,172	106,615
	SOUTHWESTN PUB SVC 4.5% DUE 08-15-2041	Corporate bonds	38,922	43,040
	STATE STR CORP FLTG RT 5.159% DUE 05-18-2034	Corporate bonds	114,393	119,622
	SUNOCO LOGISTICS 3.9% DUE 07-15-2026	Corporate bonds	123,659	128,776
	TRAVELERS COS INC 4.05% DUE 03-07-2048	Corporate bonds	61,983	69,071
	UNITEDHEALTH GROUP 4.625% DUE 07-15-2035	Corporate bonds	218,520	232,508
	US BANCORP 4.548% 07-22-2028	Corporate bonds	104,571	110,867
	UTD PARCEL SVC INC 3.75% 11-15-2047	Corporate bonds	106,167	110,979
	VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG	Corporate bonds	120,631	131,843
	VERIZON FIXED 4.016% DUE 12-03-2029	Corporate bonds	124,239	133,031
	VIRGINIA ELEC & PWR CO 5.3% 08-15-2033	Corporate bonds	53,204	57,297
	VMWARE INC FIXED 4.5% DUE 05-15-2025	Corporate bonds	68,305	69,848
	WALMART INC 4.05% DUE 06-29-2048 REG	Corporate bonds	117,579	130,249
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS TRANCHE # TR 00155 4.3% DUE 07-22-2027	Corporate bonds	222,952	235,539
	BMO 2023-C7 MTG TR 6.16% DUE 12-15-2056	Corporate bonds	123,599	132,840
	CMO UBS COML MTG TR 2017-C3 SER 2017-C3 CLS B 08-15-2050	Corporate bonds	100,977	100,460
	WELLS FARGO COML 3.438% DUE 07-15-2048	Corporate bonds	92,281	95,828
	NT COLLECTIVE SHORT TERM INVT FD	Cash and cash equivalents	947,472	947,472
	MFO GREAT GRAY COLLECTIVE INVT TR DB GROWTH PORTFOLIO INSTL	Collective trust	30,287,935	36,839,731
	DRIVE AUTO RECEIVABLES TRUST SR 24-2 CL D 4.94% 05-17-2032	Other	84,984	84,855
	EXETER AUTOMOBILE 6.85% DUE 01-16-2029	Other	108,162	108,859
	FLAGSHIP CR AUTO 3.64% DUE 03-15-2028	Other	87,226	91,846
	PVTPL AVIS BUDGET RENT CAR FDG AESOP LLC SR 2023-8 CL A 6.02% DUE 02-20-2030	Other	134,947	142,058
	PVTPL CPS AUTO RECEIVABLES TR 2023-C NT CL D 144A 6.77% DUE 10-15-2029 BEO	Other	180,031	181,465
	PVTPL CPS AUTO TRUST SER 24-A CL C 5.74% 04-15-2030	Other	210,591	213,600
	PVTPL DRYDEN SENIOR LOAN FUND SER 22-113A CL A1R FLTG 10-20-2035	Other	250,000	250,378
	PVTPL KATAYMA CLO I LTD/KATAYMA CLO I LLC SER 23-1A CL A1 FLTG 10-20-2036	Other	150,000	151,276
	PVTPL SANTANDER DR AUTO RECEIVABLES TR 8.14% SR 23-S1 CL R1 04-18-2028	Other	150,740	153,120
	SANTANDER DR AUTO FIXED 3.76% DUE 07-16-2029	Other	198,866	202,671
	SANTANDER DR AUTO 5% DUE 11-15-2029	Other	143,731	145,902
	SANTANDER DR AUTO 6.43% DUE 02-18-2031	Other	249,150	250,589
	PVTPL CMO BB-UBS TR 2012-SHOW COML MTG PASSTHRUT CL A 144A 3.4302 11-5-36 BEO	Other	125,775	129,570
	PVTPL CMO SFAVE COML MTG CTF CL A-2B VAR RT DUE 01-05-2043	Other	223,562	246,453
	BREAN AST BACKED 4.5% DUE 03-25-2078	Other	175,539	191,344
			\$ 52,609,004	\$ 60,442,155

* Party-in-interest.

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year ended September 30, 2024

EIN 34-4210902 PLAN #: 007

Series of Transactions

Trans Count	Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Expenses Included With Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain
165	NT Collective Short Term Investment Fund	Cash & Cash Equivalents	\$ 7,700,686	\$ -	\$ -	\$ 7,700,686	\$ 7,700,686	\$ -
109	NT Collective Short Term Investment Fund	Cash & Cash Equivalents	-	8,128,234	-	8,128,234	8,128,234	-
1	MFO Great Gray Collective Invt Tr Db Growth Portfolio Instl	Collective Trust	352,000	-	-	352,000	352,000	\$ -
3	MFO Great Gray Collective Invt Tr Db Growth Portfolio Instl	Collective Trust	-	3,171,000	-	2,782,065	3,171,000	388,935

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
---	--	---

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

► **Round off amounts to nearest dollar.**
 ► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit	B Three-digit plan number (PN) ► <u>007</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Copeland Scroll Compressors LP	D Employer Identification Number (EIN) 34-4210902
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B ☐ Other F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500	

Part I Basic Information				
1	Enter the valuation date: Month <u>10</u> Day <u>01</u> Year <u>2023</u>			
2	Assets:			
	a Market value.....	2a	53,933,374	
	b Actuarial value.....	2b	58,546,752	
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.....	805	28,300,447	28,300,447
	b For terminated vested participants.....	307	4,149,125	4,149,125
	c For active participants.....	398	8,309,199	8,513,092
	d Total.....	1,510	40,758,771	40,962,664
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
	a Funding target disregarding prescribed at-risk assumptions.....	4a		
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5	Effective interest rate.....	5	5.26%	
6	Target normal cost			
	a Present value of current plan year accruals.....	6a	440,459	
	b Expected plan-related expenses.....	6b	279,000	
	c Target normal cost.....	6c	719,459	

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	<u>7/8/2025</u> Date
	Scott Lesinski Type or print name of actuary	2308121 Most recent enrollment number
	Willis Towers Watson US LLC Firm name	314-719-5900 Telephone number (including area code)
	7733 Forsyth Boulevard Suite 1350 <u>St. Louis</u> <u>MO</u> <u>63105-3437</u> Address of the firm	

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)	6,889,524	0
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)	6,889,524	0
10	Interest on line 9 using prior year's actual return of <u>10.76</u> %	741,313	0
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>5.43</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)	7,630,837	0

Part III		Funding Percentages	
14	Funding target attainment percentage	14	124.29 %
15	Adjusted funding target attainment percentage	15	142.92 %
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	142.05 %
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: 5.00 %	3rd segment: 5.74 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 61
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	719,459	
b Excess assets, if applicable, but not greater than line 31a	31b	719,459	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years.....	40	0	

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Copeland Scroll Compressors LP
EIN/PN	34-4210902/007
Plan Name	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
Valuation Date	October 1, 2023
Enrolled Actuary	Scott Lesinski
Enrollment Number	23-08121

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, Part V Summary of Plan Provisions

Plan Name

Copeland Hourly

Plan Provisions

Plan Effective	08/27/1985
Last Change Effective	05/10/2021
Type of Plan	Flat Dollar
Normal Form	10 Year Certain and Continuous
Plan Eligibility	First of month following 90 Days of Service
Credited Service	From Date of Employment - Max 40 Years
Pension Earnings	N/A
EE Contributions	None
Class	Union Employees Represented by IUE Locals 769 and 625

Accumulated Benefit (AB)

One of (A), (B) or (C), dependent on job classification, less Accrued Benefit at Purchase Date:

Effective Date	(A) Tier One	(B) Tier Two	(C) Tier Three
06/01/2011	261	180	141.60
06/01/2012	267	186	141.60
06/01/2014	273	192	141.60
06/01/2015	279	198	141.60
06/01/2016	285	204	141.60
06/01/2017	291	210	141.60
06/01/2018	297	216	141.60
06/01/2020	303	222	141.60
06/01/2021	309	228	
06/01/2022	315	234	
06/01/2024	321	240	
06/01/2025	327	246	

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Benefit	Age	Cont Svc	Description
Normal Retirement	65	5	AB, payable immediately
Early (ERB)	55	5	AB, reduced by 6% per year for the first three years, then reduced by 4% per year
Postponed	>65	-	AB, including service to actual retirement
Vesting	-	5	AB, payable at NRD
Severance	-	5	Not eligible for vesting lump sum of \$50*Credited Service limited to 10 years
Disability			
• Immediate	-	5	AB at disablement, payable until NRD (reduced by certain Worker's Compensation amounts)
• Deferred	-	-	N/A
Pre Ret Death	55	5	50% of ERB, reduced for J&S, payable for life of spouse
	-	5	50% of the earliest ERB, reduced by J&S, deferred to date first eligible to retire, payable for life of spouse

Optional Forms of Payment

In addition to the normal form of payment, based on the plan provisions, participants are eligible to elect the following optional forms of payment:

Life Annuity	Annuity payable for the participant's lifetime.
Certain and Life Annuity	Annuity payable for the participant's lifetime with payments upon the participant's death payable to the beneficiary for the remaining certain period.
Joint and Survivor Annuity	Annuity payable for the participant's lifetime and upon participant's death, an annuity payable to the beneficiary based on the percentage elected.
Social Security Level Income	Annuity payable for the participant's lifetime adjusted to provide a level annuity payment pre and post Social Security eligibility to provide a level retirement income for life.

Changes in Plan Provision Since Prior Year

Plan provisions have not changed since the prior year, except to reflect the current year changes in the Internal Revenue Code maximums on benefits and pay.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
 EIN / PN: 34-4210902/007
 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

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

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.10	1,000	1.000000	0.100000	5.500000
56	0.10	900	0.900000	0.090000	5.040000
57	0.10	810	0.810000	0.081000	4.617000
58	0.10	729	0.729000	0.072900	4.228200
59	0.12	656	0.656100	0.078732	4.645188
60	0.12	577	0.577368	0.069284	4.157050
61	0.15	508	0.508084	0.076213	4.648967
62	0.20	432	0.431871	0.086374	5.355204
63	0.20	345	0.345497	0.069099	4.353262
64	0.20	276	0.276398	0.055280	3.537889
65	0.30	221	0.221118	0.066335	4.311803
66	0.35	155	0.154783	0.054174	3.575479
67	0.35	101	0.100609	0.035213	2.359275
68	0.35	65	0.065396	0.022888	1.556417
69	0.35	43	0.042507	0.014878	1.026549
70	1.00	28	0.027630	0.027630	1.934077
Average age at retirement					60.846360
Rounded for Schedule SB item 22					61

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
 EIN / PN: 34-4210902/007
 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The assumed plan-related expenses added to the target normal cost were updated to reflect the amount expected to be paid during the plan year beginning October 1st

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective
Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	3	27	1	0	0	0	0	0	0	0	31
25-29	2	22	15	0	0	0	0	0	0	0	39
30-34	5	16	15	2	0	0	0	0	0	0	38
35-39	3	16	17	1	7	0	0	0	0	0	44
40-44	5	10	5	3	6	2	2	0	0	0	33
45-49	4	16	9	3	8	3	4	0	0	0	47
50-54	3	19	13	2	3	2	5	8	2	0	57
55-59	3	12	16	1	3	3	6	10	1	0	55
60-64	0	6	7	1	2	0	6	9	2	0	33
65-69	0	3	2	0	0	4	2	2	0	2	15
70 & over	0	0	2	0	0	0	1	0	0	3	6
Total	28	147	102	13	29	14	26	29	5	5	398

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

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
 EIN / PN: 34-4210902/007
 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month June 2023
- Interest rate basis 3-Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	3.03%
• Second segment rate	5.00%	4.11%
• Third segment rate	5.74%	4.27%
• Effective interest rate	5.26	

Annual rates of increase

- Compensation: N/A
- Future Social Security wage bases 3.00%

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

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

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

- Disabled

Alternative disabled life mortality tables as defined under Revenue Ruling 96-7. These tables do not reflect mortality improvements beyond the valuation date.

Termination

Rates varying by age and service, per 1,000 participants as follows:

Representative Termination Rates

Percentage leaving during the year					
Years of Service					
Attained Age	0-1	1-3	3-4	4-5	5+
20	200	180	150	150	160
25	200	180	150	120	140
30	200	180	150	120	120
35	200	180	150	120	110
40	200	180	150	120	110
45	200	180	150	120	110
50	200	180	150	120	110
55	200	180	150	120	110
60	200	180	150	120	110
65	-	-	-	-	-

Disability

Rates at which participants become disabled varying by age and gender, per 1,000 participants as follows:

Percentage becoming disabled during the year		
Age	Males	Females
39 or less	0.68	0.82
40-44	1.41	2.38
45-49	2.70	3.29
50-54	5.11	4.72
55-59	9.28	7.18
60-64	12.42	8.14

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age, per 1,000 participants as follows:

Percentage retiring during the year

Age	Rate
55-58	100
59-60	120
61	150
62-64	200
65	300
66-69	350
70	1,000

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 Age 65
- Disability benefit Upon disablement
- Retirement benefit Upon termination of employment

Form of payment

Single: Normal form of payment as described in plan provisions.

Married: 90% of married participants are assumed to elect 50% Joint Survivor Annuity and the remaining 10% are assumed to elect the normal form of payment as described in plan provisions.

Percent married

80%

Spouse age

Wife three years younger than husband

Covered pay

N/A

Plan related expenses:

279,000

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

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable. The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued

Sources of Data and Other Information

WTW used asset data supplied by the trustee. Copeland Corporation furnished participant data as of October 1, 2023. 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.
----------------------	--

Plan Name:	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN:	34-4210902/007
Plan Sponsor:	Copeland Scroll Compressors LP
Valuation Date:	October 1, 2023

SCHEDULE SB ATTACHMENTS

Plan-related expenses

Assumed plan related expenses are set based on a combination of recent plan experiences and expectations for the current year.

Rates of increase in:

- Compensation N/A

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

For ASC 960, assumptions were selected by the plan sponsor and, as required by U.S. GAAP represents a best estimate of future experience. Assumptions used for funding purposes are as prescribed by IRC §430(h).

We believe the assumptions do not significantly conflict with what would be reasonable because they reflect recent experience, and are adjusted to reflect the plan sponsor's expectations regarding future mortality improvement.

Termination

Termination rates were based on actual plan experience through Fiscal 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Assumed termination rates differ by age and service because of observed differences in termination rates by service.

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

Retirement

Retirement rates were based on actual plan experience through Fiscal 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement rates differ by age because of observed differences in retirement rates by age.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Commencement Dates

Commencement dates were based on an annual high-level review of experience, including considerations of whether any conditions have changed that would be expected to produce different results in the future.

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

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 normal cost were updated from an applicable month of June 2022 to June 2023.

The required mortality improvement scale used to calculate the funding target and target normal cost was updated to reflect the MP-2021 mortality improvement scale.

The assumed plan-related expenses added to the target normal cost were updated to reflect the amount expected to be paid during the plan year beginning October 1, 2023.

Change in methods since prior valuation

None

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	68,201	42,000	2,846,851	2,957,052
2024	176,070	88,148	2,778,035	3,042,253
2025	250,967	99,520	2,703,602	3,054,089
2026	319,418	112,860	2,624,337	3,056,615
2027	383,289	127,444	2,538,441	3,049,174
2028	436,506	141,248	2,447,747	3,025,501
2029	478,070	155,654	2,354,075	2,987,799
2030	513,015	166,287	2,254,550	2,933,852
2031	542,412	175,638	2,144,156	2,862,206
2032	567,107	197,128	2,029,025	2,793,260
2033	584,401	224,288	1,916,690	2,725,379
2034	598,496	255,308	1,803,285	2,657,089
2035	613,379	287,002	1,687,858	2,588,239
2036	629,576	314,186	1,571,093	2,514,855
2037	644,338	344,147	1,453,757	2,442,242
2038	652,020	368,410	1,336,685	2,357,115
2039	654,986	377,949	1,220,773	2,253,708
2040	660,202	389,862	1,106,970	2,157,034
2041	671,826	402,210	996,248	2,070,284
2042	680,623	400,237	889,557	1,970,417
2043	681,455	398,093	787,785	1,867,333
2044	683,754	396,349	691,723	1,771,826
2045	682,401	388,135	602,040	1,672,576
2046	669,996	380,897	519,262	1,570,155
2047	657,301	377,852	443,747	1,478,900
2048	643,481	376,235	375,686	1,395,402
2049	627,419	373,544	315,098	1,316,061
2050	617,535	375,093	261,831	1,254,459
2051	608,375	371,680	215,584	1,195,639
2052	591,697	364,529	175,934	1,132,160
2053	573,311	358,638	142,366	1,074,315
2054	556,037	348,098	114,304	1,018,439
2055	533,004	336,881	91,142	961,027
2056	507,555	323,968	72,260	903,783
2057	483,983	309,471	57,051	850,505
2058	459,265	295,552	44,943	799,760
2059	439,521	280,400	35,414	755,335
2060	421,968	264,311	27,995	714,274
2061	400,111	249,146	22,275	671,532
2062	379,095	232,413	17,903	629,411
2063	358,366	216,174	14,584	589,124
2064	335,656	200,905	12,077	548,638
2065	313,475	185,250	10,188	508,913

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

SCHEDULE SB ATTACHMENTS

2066	293,340	169,918	8,763	472,021
2067	273,554	155,432	7,682	436,668
2068	253,487	141,786	6,855	402,128
2069	234,110	129,064	6,214	369,388
2070	215,415	117,240	5,708	338,363
2071	197,879	106,229	5,301	309,409
2072	181,326	96,058	4,966	282,350

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective
Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2023

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2024

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	UNITED STATES OF AMER TREAS BONDS 4.25% 02-15-2054	Government bonds	\$ 88,936	\$ 96,811
	UNITED STATES OF AMER TREAS BONDS 4.5% 02-15-2044	Government bonds	257,085	271,294
	UNITED STATES OF AMER TREAS NOTES 4.375% 05-15-2034	Government bonds	247,520	261,836
	UNITED STATES OF AMER TREAS STRIP 0% 08-15-2053	Government bonds	158,312	174,693
	UNITED STATES OF AMER TREAS STRIP 0% 02-15-2053	Government bonds	193,739	202,378
	UNITED STATES TREAS BDS DTD 00305 4.75% 05-15-2054	Government bonds	126,413	124,739
	UNITED STATES TREAS SEC STRIP 02-15-2046	Government bonds	270,074	294,688
	UNITED STATES TREAS SEC STRIP DISC NT 02-15-2049	Government bonds	225,241	241,498
	UNITED STATES TREAS SEC STRIP 0% STRIP 02-15-2048	Government bonds	214,857	230,558
	UNITED STATES TREAS SEC STRIP 0% 02-15-2054	Government bonds	83,060	79,043
	UNITED STATES TREAS SEC STRIP 0% 05-15-2054	Government bonds	79,979	75,650
	UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT 02-15-2045 (UNDDATE) REG	Government bonds	330,427	361,031
	US TREASURY N/B 3.875% 08-15-2034	Government bonds	101,563	100,703
	UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 02-15-2050	Government bonds	172,084	180,747
	UTD STATES TREAS SEC STRIPPED INT 0% 08-15-2054	Government bonds	56,839	57,038
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2043	Government bonds	161,996	186,803
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2044	Government bonds	333,594	365,002
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2047	Government bonds	380,922	400,447
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2051	Government bonds	152,420	158,162
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2052	Government bonds	135,671	139,529
	UTD STATES TREAS ZERO CPN 0% DUE 05-15-2054	Government bonds	850,229	839,770
	PRIVATE EXPT FDG CORP 4.6% 02-15-2034	Government bonds	45,029	45,723
	BBCMS MTG TR 2023-C22 COML MTG PASS THRUCTF CL 7.12573% 11-15-2056	Government bonds	72,205	80,467
	BHP BILLITON FIN USA LTD 4.9% 02-28-2033	Corporate bonds	102,077	107,752
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	Corporate bonds	167,932	181,983
	BANK OF NOVA SCOTIA 2.45% DUE 02-02-2032BEO	Corporate bonds	123,508	135,087
	BROOKFIELD FIN INC 4.25% DUE 06-02-2026	Corporate bonds	33,326	34,971
	CANADIAN NATL RY CO 3.65% 02-03-2048	Corporate bonds	97,014	103,140
	MANULIFE FINL CORP 4.061% DUE 02-24-2032	Corporate bonds	130,125	137,935
	TORONTO DOMINION BK 4.456% 06-08-2032	Corporate bonds	88,098	94,382
	PVTPPL BNP PARIBAS 3.052% 01-13-2031	Corporate bonds	167,800	184,539
	TOTAL CAP INTL FIXED 2.829% 01-10-2030	Corporate bonds	98,458	108,312
	AERCAP IRELAND CAP/GLOBA 1.65% DUE 10-29-2024 BEO	Corporate bonds	156,849	164,538
	PVTPPL ENEL FIN INTL N V BNDS 3.5% DUE 04-06-2028 BEO	Corporate bonds	113,731	121,265
	SUMITOMO MITSUI FINL GROUP INC 5.52% 01-13-2028	Corporate bonds	198,350	207,411
	STATOIL ASA 3.95 DUE 05-15-2043	Corporate bonds	86,137	91,867
	ASTRAZENECA PLC NT 3% 05-28-2051	Corporate bonds	38,964	40,104
	HSBC HLDGS PLC 4.375% DUE 11-23-2026	Corporate bonds	151,538	159,328
	NATWEST GROUP PLC 1.642% 06-14-2027	Corporate bonds	70,751	76,256
	REYNOLDS AMERN INC FIXED 4.45% DUE 06-12-2025	Corporate bonds	171,438	174,471
	SANTANDER UK GROUP HLDGS PLC 1.53% 08-21-2026	Corporate bonds	37,716	38,817
	ABBVIE INC 5.05% 03-15-2034	Corporate bonds	65,256	67,894
	ALLSTATE CORP 4.2% DUE 12-15-2046	Corporate bonds	123,965	139,862
	AMAZON COM INC 2.5% DUE 06-03-2050	Corporate bonds	169,391	178,374
	AMEREN ILL CO 3.7% 12-01-2047	Corporate bonds	185,246	199,648
	AMERICAN ELECTRIC POWER CO INC 5.75% DUE11-01-2027 BEO	Corporate bonds	100,709	104,515
	AMERICAN EXPRESS CO 5.282% 07-27-2029	Corporate bonds	116,395	119,112
	AMERICAN HONDA FINANCE 5.85% 10-04-2030	Corporate bonds	36,361	37,708
	AMERICAN TOWER CORP 2.75% DUE 01-15-2027	Corporate bonds	177,491	188,439
	AMERN HONDA FIN 4.4% DUE 09-05-2029	Corporate bonds	64,922	65,279
	AMERN TOWER CORP 1.3% DUE 09-15-2025	Corporate bonds	18,281	19,372
	ANTHEM INC NT 4.1% 05-15-2032	Corporate bonds	174,903	185,443
	APPLE INC 4.375% DUE 05-13-2045	Corporate bonds	287,961	307,393
	ARES CAP CORP 7.0% 01-15-2027	Corporate bonds	105,153	109,295
	AT&T INC 4.35% DUE 03-01-2029	Corporate bonds	168,747	181,089
	AVALONBAY CMNTYS 5.35% 06-01-2034	Corporate bonds	92,194	94,200
	BAKER HUGHES LLC/CO-OBL 2.061% 12-15-2026	Corporate bonds	80,539	86,287
	BANK OF AMERICA CORPORATION 2.087% 06-14-2029	Corporate bonds	237,398	258,567
	BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	Corporate bonds	123,148	132,977
	BLACKSTONE PVT CR 2.625% DUE 12-15-2026	Corporate bonds	90,155	99,283
	BORGWARNER INC 4.95% 08-15-2029	Corporate bonds	116,329	116,914
	BOSTON GAS CO 3.001% DUE 08-01-2029	Corporate bonds	110,414	120,603
	BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032	Corporate bonds	145,264	155,970
	BRIGHTHOUSE FINL INC 3.7% 06-22-2027	Corporate bonds	52,476	53,799
	BRISTOL MYERS SQUIBB CO 5.9% 11-15-2033	Corporate bonds	75,798	82,880
	BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043	Corporate bonds	122,942	134,374
	CAPITAL ONE FINL CORP SR NT FIXED / FLTGA.927% 05-10-2028	Corporate bonds	105,645	111,315
	CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030	Corporate bonds	83,529	90,292
	CHUBB INA HLDGS INC 5.0% 03-15-2034	Corporate bonds	56,600	57,115
	CIGNA CORP NEW 2.4% DUE 03-15-2030	Corporate bonds	59,052	64,294
	CISCO SYS INC 5.05% 02-26-2034	Corporate bonds	14,985	15,753
	CISCO SYS INC 5.5% DUE 01-15-2040	Corporate bonds	112,064	119,008
	CITIGROUP INC FIXED 2.666% DUE 01-29-2031	Corporate bonds	120,202	132,105
	COMCAST CORP NEW 3.4% DUE 07-15-2046	Corporate bonds	82,308	88,991
	COMCAST CORP NEW 4.25% DUE 01-15-2033	Corporate bonds	216,435	231,147
	COMWLTH EDISON CO 3.7% DUE 03-01-2045	Corporate bonds	107,007	125,185
	CONAGRA BRANDS INC 1.375% DUE 11-01-2027	Corporate bonds	114,101	123,580
	CONOCOPHILLIPS 5.3% 05-15-2053	Corporate bonds	99,891	106,115
	CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG	Corporate bonds	112,599	123,912
	COREBRIDGE FINL INC SR NT 3.65% 04-05-2027	Corporate bonds	56,145	59,025
	COREBRIDGE FINL INC 6.875% 12-15-2052	Corporate bonds	91,913	93,164
	CORPORATE OFFICE PPTYS L P 2.0% 01-15-2027	Corporate bonds	51,030	57,745
	COX COMMUNICATIONS INC NEW 5.45% 09-15-2028	Corporate bonds	85,708	88,002
	CVS HEALTH CORP 1.75% DUE 08-21-2030	Corporate bonds	101,435	110,688
	DEERE JOHN CAPITAL CORP 5.05% 06-12-2034	Corporate bonds	94,415	99,190
	DTE ELEC CO 2.25% DUE 03-01-2030	Corporate bonds	88,912	95,495
	DTE ELEC CO 2.95% DUE 03-01-2050	Corporate bonds	104,571	116,353
	DUKE ENERGY CORP 4.3% DUE 03-15-2028	Corporate bonds	100,623	105,100
	DUKE ENERGY IND 3.75% DUE 05-15-2046	Corporate bonds	92,021	101,193
	ENTERPRISE PRODS 2.8% DUE 01-31-2030	Corporate bonds	27,071	27,989

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2024

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	EVERSOURCE ENERGY 2.9% 03-01-2027	Corporate bonds	\$ 68,124	\$ 72,576
	EXXON MOBIL CORP 3.095% DUE 08-16-2049	Corporate bonds	51,669	55,069
	FL PWR & LT CO 5.25% DUE 02-01-2041	Corporate bonds	154,131	164,222
	GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040	Corporate bonds	114,074	121,661
	GEN MOTORS FINL CO 4.3% DUE 04-06-2029	Corporate bonds	153,881	166,418
	GEORGIA PWR CO 2.65% DUE 09-15-2029	Corporate bonds	128,264	140,020
	GILEAD SCIENCES 4% DUE 09-01-2036	Corporate bonds	56,744	61,108
	GOLDMAN SACHS GROUP INC 1.992% DUE 01-27-2032 REG	Corporate bonds	210,530	235,240
	HALEON US CAPITAL LLC 3.625% 03-24-2032	Corporate bonds	144,562	155,204
	HCA INC 5.2% 06-01-2028	Corporate bonds	86,565	87,221
	HOME DEPOT INC 4.5% DUE 12-06-2048	Corporate bonds	140,050	149,631
	HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054	Corporate bonds	120,414	125,156
	INTEL CORP 3.734% 12-08-2047 BEO	Corporate bonds	155,035	154,603
	INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040	Corporate bonds	102,609	113,351
	OHNSON & JOHNSON 3.5% 01-15-2048	Corporate bonds	91,723	95,758
	JOHNSON & JOHNSON 3.55% DUE 03-01-2036	Corporate bonds	45,168	46,782
	JPMORGAN CHASE & CO 2.069% 06-01-2029	Corporate bonds	80,961	87,892
	JPMORGAN CHASE & CO 3.882% 07-24-2038	Corporate bonds	144,893	159,877
	KIMCO RLTY CORP 2.8% DUE 10-01-2026	Corporate bonds	137,273	145,541
	KINDER MORGAN INC DEL SR NT 5.1% 08-01-2029	Corporate bonds	56,422	56,432
	LILLY ELI & CO 3.95% 03-15-2049	Corporate bonds	63,731	69,635
	MASTERCARD INC 3.65% DUE 06-01-2049	Corporate bonds	100,117	110,676
	MFRS & TRADERS TR CO BK 3.4% 08-17-2027	Corporate bonds	192,818	208,947
	MIDAMERICAN ENERGY 4.8% DUE 09-15-2043	Corporate bonds	119,732	130,623
	MORGAN STANLEY 1.928% DUE 04-28-2032	Corporate bonds	63,881	67,876
	MOTOROLA SOLUTIONS INC 5.4% 04-15-2034	Corporate bonds	44,923	46,963
	NATIONAL RURAL UTILS COOP FIN CORP BD 5.8% 01-15-2033	Corporate bonds	50,998	54,163
	NATIONAL RURAL UTILS COOP FIN CORP 3.9% DUE 11-01-2028 REG	Corporate bonds	164,194	173,150
	NEVADA PWR CO 3.7% DUE 05-01-2029	Corporate bonds	108,439	117,518
	O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031	Corporate bonds	81,009	88,945
	OMNICOM GROUP INC SR NT 2.6% 08-01-2031	Corporate bonds	101,350	110,834
	ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049	Corporate bonds	115,454	124,375
	PAYPAL HLDGS INC 5.15% 06-01-2034	Corporate bonds	55,400	57,371
	PEPSICO INC 2.875% DUE 10-15-2049	Corporate bonds	42,270	46,454
	PFIZER INVESTMENT ENTER 5.3% 05-19-2053	Corporate bonds	156,040	165,511
	PNC BK N A PITTSBURGH PA MEDIUM TERM SUB4.05% DUE 07-26-2028	Corporate bonds	155,307	168,702
	PROLOGIS L P 1.25% 10-15-2030	Corporate bonds	121,326	134,978
	PRUDENTIAL FINL 3% DUE 03-10-2040	Corporate bonds	72,854	79,148
	PUB SVC ELEC GAS CO FIXED 3.2% 05-15-2029 REG	Corporate bonds	62,983	67,313
	PUB SVC ELEC GAS CO SECD 3.95 DUE 05-01-2042 REG	Corporate bonds	86,111	96,126
	PVTPL BELROSE FDG TR 2.33% DUE 08-15-2030/05-15-2030 BEO	Corporate bonds	90,878	102,969
	PVTPL CAMERON LNG LLC 2.902% 07-15-2031	Corporate bonds	113,496	121,204
	PVTPL CNO GLOBAL FDG 1.65% 01-06-2025	Corporate bonds	32,760	34,634
	PVTPL HYUNDAI CAPITAL AMERICA 5.68% 06-26-2028	Corporate bonds	133,387	140,033
	PVTPL MET LIFE GLOB FUNDING I 3.05% DUE 06-17-2029	Corporate bonds	83,078	90,058
	PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050	Corporate bonds	113,216	124,221
	PVTPL PENSKE TRUCK LEASING CO L P/PTL FIN CO 1.7% DUE 06-15-2026 BEO	Corporate bonds	62,098	66,797
	SIMON PTY GROUP L 3.375% DUE 06-15-2027	Corporate bonds	88,189	93,500
	SIMON PTY GROUP L 3.8% DUE 07-15-2050	Corporate bonds	92,301	103,266
	SOUTHERN CALIF EDISON 4.875% 02-01-2027	Corporate bonds	105,172	106,615
	SOUTHWESTN PUB SVC 4.5% DUE 08-15-2041	Corporate bonds	38,922	43,040
	STATE STR CORP FLTG RT 5.159% DUE 05-18-2034	Corporate bonds	114,393	119,622
	SUNOCO LOGISTICS 3.9% DUE 07-15-2026	Corporate bonds	123,659	128,776
	TRAVELERS COS INC 4.05% DUE 03-07-2048	Corporate bonds	61,983	69,071
	UNITEDHEALTH GROUP 4.625% DUE 07-15-2035	Corporate bonds	218,520	232,508
	US BANCORP 4.548% 07-22-2028	Corporate bonds	104,571	110,867
	UTD PARCEL SVC INC 3.75% 11-15-2047	Corporate bonds	106,167	110,979
	VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG	Corporate bonds	120,631	131,843
	VERIZON FIXED 4.016% DUE 12-03-2029	Corporate bonds	124,239	133,031
	VIRGINIA ELEC & PWR CO 5.3% 08-15-2033	Corporate bonds	53,204	57,297
	VMWARE INC FIXED 4.5% DUE 05-15-2025	Corporate bonds	68,305	69,848
	WALMART INC 4.05% DUE 06-29-2048 REG	Corporate bonds	117,579	130,249
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS TRANCHE # TR 00155 4.3% DUE 07-22-2027	Corporate bonds	222,952	235,539
	BMO 2023-C7 MTG TR 6.16% DUE 12-15-2056	Corporate bonds	123,599	132,840
	CMO UBS COML MTG TR 2017-C3 SER 2017-C3 CLS B 08-15-2050	Corporate bonds	100,977	100,460
	WELLS FARGO COML 3.438% DUE 07-15-2048	Corporate bonds	92,281	95,828
	NT COLLECTIVE SHORT TERM INVT FD	Cash and cash equivalents	947,472	947,472
	MFO GREAT GRAY COLLECTIVE INVT TR DB GROWTH PORTFOLIO INSTL	Collective trust	30,287,935	36,839,731
	DRIVE AUTO RECEIVABLES TRUST SR 24-2 CL D 4.94% 05-17-2032	Other	84,984	84,855
	EXETER AUTOMOBILE 6.85% DUE 01-16-2029	Other	108,162	108,859
	FLAGSHIP CR AUTO 3.64% DUE 03-15-2028	Other	87,226	91,846
	PVTPL AVIS BUDGET RENT CAR FDG AESOP LLC SR 2023-8 CL A 6.02% DUE 02-20-2030	Other	134,947	142,058
	PVTPL CPS AUTO RECEIVABLES TR 2023-C NT CL D 144A 6.77% DUE 10-15-2029 BEO	Other	180,031	181,465
	PVTPL CPS AUTO TRUST SER 24-A CL C 5.74% 04-15-2030	Other	210,591	213,600
	PVTPL DRYDEN SENIOR LOAN FUND SER 22-113A CL A1R FLTG 10-20-2035	Other	250,000	250,378
	PVTPL KATAYMA CLO I LTD/KATAYMA CLO I LLC SER 23-1A CL A1 FLTG 10-20-2036	Other	150,000	151,276
	PVTPL SANTANDER DR AUTO RECEIVABLES TR 8.14% SR 23-S1 CL R1 04-18-2028	Other	150,740	153,120
	SANTANDER DR AUTO FIXED 3.76% DUE 07-16-2029	Other	198,866	202,671
	SANTANDER DR AUTO 5% DUE 11-15-2029	Other	143,731	145,902
	SANTANDER DR AUTO 6.43% DUE 02-18-2031	Other	249,150	250,589
	PVTPL CMO BB-UBS TR 2012-SHOW COML MTG PASSTHRUT CL A 144A 3.4302 11-5-36 BEO	Other	125,775	129,570
	PVTPL CMO SFAVE COML MTG CTF CL A-2B VAR RT DUE 01-05-2043	Other	223,562	246,453
	BREAN AST BACKED 4.5% DUE 03-25-2078	Other	175,539	191,344
			\$ 52,609,004	\$ 60,442,155

* Party-in-interest.

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year ended September 30, 2024

EIN 34-4210902 PLAN #: 007

Series of Transactions

Trans Count	Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Expenses Included With Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain
165	NT Collective Short Term Investment Fund	Cash & Cash Equivalents	\$ 7,700,686	\$ -	\$ -	\$ 7,700,686	\$ 7,700,686	\$ -
109	NT Collective Short Term Investment Fund	Cash & Cash Equivalents	-	8,128,234	-	8,128,234	8,128,234	-
1	MFO Great Gray Collective Invt Tr Db Growth Portfolio Instl	Collective Trust	352,000	-	-	352,000	352,000	\$ -
3	MFO Great Gray Collective Invt Tr Db Growth Portfolio Instl	Collective Trust	-	3,171,000	-	2,782,065	3,171,000	388,935