

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor EMPL. BEN. COM. L3HARRIS TECH. INC. 1025 WEST NASA BOULEVARD MELBOURNE, FL 32919-0001	3b Administrator's EIN 34-0276860 3c Administrator's telephone number 321-724-3554
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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
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5 Total number of participants at the beginning of the plan year	5	328
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	97
a(2) Total number of active participants at the end of the plan year	6a(2)	81
b Retired or separated participants receiving benefits.....	6b	77
c Other retired or separated participants entitled to future benefits	6c	140
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	298
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	13
f Total. Add lines 6d and 6e	6f	311
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	0

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 1A 1C 3F 3H

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

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

a Pension Schedules

(1) **R** (Retirement Plan Information)

(2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary

(3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

(4) **DCG** (Individual Plan Information) – Number Attached _____

(5) **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

(1) **H** (Financial Information)

(2) **I** (Financial Information – Small Plan)

(3) **A** (Insurance Information) – Number Attached _____

(4) **C** (Service Provider Information)

(5) **D** (DFE/Participating Plan Information)

(6) **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan <u>L3HARRIS KEO PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>027</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>L3HARRIS TECHNOLOGIES, INC.</u>	D Employer Identification Number (EIN) <u>34-0276860</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>31998013</u>
	b Actuarial value	2b	<u>33264065</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>83</u>	<u>7319337</u>
	b For terminated vested participants	<u>148</u>	<u>6801993</u>
	c For active participants	<u>97</u>	<u>6426897</u>
	d Total	<u>328</u>	<u>20548227</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	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	<u>5.13 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>90106</u>
	b Expected plan-related expenses	6b	<u>89978</u>
	c Target normal cost	6c	<u>180084</u>

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

SIGN HERE <u>SCOTT BERGER</u> Signature of actuary <u>BUCK GLOBAL, LLC</u> Firm name <u>200 JEFFERSON PARK, 2ND FLOOR</u> <u>WHIPPANY, NJ 07981</u> Address of the firm	<u>09/11/2025</u> Date <u>23-06644</u> Most recent enrollment number <u>201-902-2300</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	10884672
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)		10884672
10	Interest on line 9 using prior year's actual return of <u>14.57</u> %		1585897
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		
	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>5.19</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		83740
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	12386829

Part III Funding Percentages			
14	Funding target attainment percentage	14	100.87 %
15	Adjusted funding target attainment percentage	15	160.35 %
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	101.79 %
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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

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

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

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

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

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 0
22 Weighted average retirement age			22 65
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> 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..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29
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	180084	
b Excess assets, if applicable, but not greater than line 31a	31b	180084	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment			
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		
	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		
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37		
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	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. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>L3HARRIS KEO PENSION PLAN</u>	B Three-digit plan number (PN)	<u>027</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>L3HARRIS TECHNOLOGIES, INC.</u>	D Employer Identification Number (EIN) <u>34-0276860</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>L3HARRIS PENSION MASTER TRUST</u>		
b Name of sponsor of entity listed in (a): <u>L3HARRIS TECHNOLOGIES, INC</u>		
c EIN-PN <u>36-6668234-300</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>32799027</u>
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)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan L3HARRIS KEO PENSION PLAN	B Three-digit plan number (PN) ▶ 027
C Plan sponsor's name as shown on line 2a of Form 5500 L3HARRIS TECHNOLOGIES, INC.	D Employer Identification Number (EIN) 34-0276860

Part I	Asset and Liability Statement
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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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	31895486	32799027
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	31895486	32799027
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	39310	21059
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	124507	
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	163817	21059
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	31731669	32777968

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)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		
(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)		
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		2597438
(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		2597438

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1551139	
(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)		1551139
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1551139

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1046299
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: **WEAVER AND TIDWELL, LLP**

(2) EIN: **75-0786316**

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.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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.		X	

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 555662.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>L3HARRIS KEO PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>027</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>L3HARRIS TECHNOLOGIES, INC.</u>	D Employer Identification Number (EIN) <u>34-0276860</u>	

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	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>36-3046063</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	13

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> 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: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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 _____.

L3Harris KEO Pension Plan

Financial Report

December 31, 2024



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Independent Auditor's Report

To the Participants and Employee Benefit Committee
L3Harris KEO Pension Plan
Melbourne, FL

Opinion

We have audited the financial statements of L3Harris KEO Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023, and the related notes to the financial statements.

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

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 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 US GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 judgement 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.

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.

Weaver and Tidwell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

Bethesda, Maryland
October 10, 2025

L3Harris KEO Pension Plan
 Statements of Net Assets Available for Benefits
 December 31, 2024 And 2023
 (In Thousands)

	2024	2023
ASSETS		
Investments, at fair value		
Plan interest in the Master Trust	\$ 32,799	\$ 31,895
Total assets	32,799	31,895
LIABILITIES		
Due to related party	-	125
Accrued expenses	22	39
Total liabilities	22	164
NET ASSETS AVAILABLE FOR BENEFITS	\$ 32,777	\$ 31,731

The notes to Financial Statements
 are an integral part of these statements

L3Harris KEO Pension Plan

Statements of Changes in Net Assets Available for Benefits December 31, 2024 And 2023 (In Thousands)

	<u>2024</u>	<u>2023</u>
ADDITIONS		
Plan's interest in the Master Trust net investment income	\$ 2,669	\$ 4,098
Other income	-	9
	<hr/>	<hr/>
Total additions	2,669	4,107
DEDUCTIONS		
Benefits paid directly to participants and beneficiaries	1,551	2,629
Administrative expenses	72	94
	<hr/>	<hr/>
Total deductions	1,623	2,723
	<hr/>	<hr/>
Net increase	1,046	1,384
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	<hr/> 31,731	<hr/> 30,347
NET ASSETS AVAILABLE FOR BENEFITS, end of year	<hr/> \$ 32,777	<hr/> \$ 31,731

The notes to Financial Statements
are an integral part of these statements

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 1. Description of the Plan

The following description of the L3Harris KEO Pension Plan (the Plan) provides only general information. Participants should refer to the *Plan document* for a more complete description of the Plan's provisions, which is available from Plan management.

General

The Plan is a non-contributory defined benefit plan. Participation in the Plan commenced on February 6, 2012, for all employees, union and non-union, that were accruing a benefit under the Danaher Corporation & Subsidiaries Pension Plan (the "Prior Plan") on February 5, 2012 and became employees of L3 KEO on February 6, 2012. On June 29, 2019, L3 Technologies, Inc. ("L3") completed its merger with Harris Corporation ("Harris") to create L3Harris Technologies, Inc. (the "Company") (the "Plan Sponsor"). The Plan funds are held in the L3Harris Pension Master Trust. See Note 3 for further information regarding the Master Trust. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Master Trust

The Northern Trust Company (the "Trustee" or "Northern Trust") serves as Trustee of the Plan and administers the Plan's investment assets. The Plan's assets consist of an undivided interest in an investment account of the L3Harris Pension Master Trust, EIN 36-6668234, a master trust established by the Company and administered by the Trustee. The Master Trust includes the combined assets of the Plan, as well as several other employee benefit plans of the Company. Although assets of the Plan are commingled in the Master Trust, the Trustee maintains supporting records for the purpose of allocating the net gain of the investment account to the participating plans. The net investment income of the investment assets is allocated by the Trustee to each participating Plan based on the relationship of the interest of each Plan to the total of the interests of the participating plans. A schedule of the Master Trust assets has been filed with the U.S. Department of Labor and includes the Plan's proportionate share of such assets at December 31, 2024 and 2023.

Eligibility

The Plan is frozen with respect to new salaried participants hired on or after January 1, 2014. As such, any salaried employees hired on or after January 1, 2014, are not eligible to participate in the Plan. Additionally, the Plan is frozen with respect to new union participants hired on or after August 13, 2014. As such, any union employee hired or transfers employment from another business unit on or after August 13, 2014, is not eligible to participate in the Plan. Before the Plan was frozen, generally, an employee would become eligible to participate in the Plan after completing one year of eligibility service.

Funding Policy

Contributions to provide benefits under the Plan are made solely by the Company. The Company's funding policy is to make cash contributions to the Plan in amounts as determined by the Plan's independent actuary. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2024 and 2023.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Pension Benefits

Participants are eligible for monthly benefit payments upon reaching age 65. The normal monthly benefit is determined based on the accumulated cash balance account of the participant and/or their frozen benefits from the Prior Plan. The cash balance account is credited a certain percentage of the monthly wages of an eligible employee. The percentage rate varies depending on the year the wages were earned and whether the eligible employee is a union or non-union employee. Additionally, on a monthly basis, an interest credit is applied that is based on the average 30-year Treasury rate as determined for the month of November preceding the plan year. The monthly benefit attributed to the cash balance account is determined by dividing the balance of the account at the benefit commencement date by an actuarially determined factor. Then, if applicable, the frozen benefit under the Prior Plan is added to calculate the final monthly benefit. Retirees may elect to receive their pension benefits in the form of a joint and survivor annuity or a life annuity payable monthly from the date of retirement. Under the joint and survivor annuity, if a retired participant dies, the surviving spouse of the deceased participant receives benefits equal to 50% of the amount which was being paid to the deceased participant. Under the life annuity, there are no continuing payments after the death of the retiree. If participants are terminated before completing three years of service for the cash balance benefit or five years of service for the frozen accrued benefit, they forfeit the right to receive their accumulated benefits. However, upon completing the number of years of service, they become fully vested for the aforementioned benefits.

Participants of the Plan may commence early retirement payment of the frozen accrued benefit after age 55 with five years of vesting service and at any time after termination of employment with three years of vesting service for the cash balance benefit. The early retirement benefit is subject to actuarial reduction based on the number of months until the participant reaches retirement age.

Effective January 1, 2020, benefit accruals under the prior formula have been frozen for salaried participants. Certain salaried participants will accrue benefits under a cash balance formula, and benefit accruals are unchanged for hourly participants.

Death and Disability Benefits

A married participant who has 3 years of service is automatically covered by the preretirement death benefit option, which will provide a benefit for the designated beneficiary or spouse, a lump sum payment of the actuarial equivalent of the participant's projected cash value.

A vested participant's spouse will receive a surviving spouse benefit for life. The benefit would be the equivalent of 50% of the benefit the deceased participant would have received at the time of death. Also, a single payment (payment not in thousands) of \$1,500 is payable to the beneficiary of a deceased hourly participant, with 10 years of service, who had commenced payments and who is not eligible for a spouse's benefit under a Joint and Survivor Annuity option.

If an eligible participant becomes totally and permanently disabled during employment with the Company as an hourly employee, and they are fully vested, the Plan offers disability monthly benefits (benefit not in thousands) of \$300 per month. If an eligible participant becomes totally and permanently disabled during employment with the Company as a salaried employee, their benefit amount is based on benefits accrued to normal retirement date assuming constant earnings from disablement to normal retirement date.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (US GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; and disclosure of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's interest in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments of the Master Trust. Fair value of a financial instrument is the amount 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 6 for discussion of fair value measurements.

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

Payment of Benefits

Benefits are recorded upon distribution.

Administrative Expenses

Administrative expenses of the Plan are paid by the Master Trust on behalf of the Plan, as provided in the plan document and the Master Trust agreement. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. Administrative expenses generally consist of consulting fees, auditing fees, recordkeeping fees, and insurance expense. In addition, certain investment related expenses are included in Plan's interest in the Master Trust investment income presented in the accompanying statement of changes in net assets available for benefits.

Plan Management's Review of Subsequent Events

The Plan has evaluated subsequent events through October 10, 2025, the date the financial statements were available to be issued.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 3. Interest in Master Trust

The fair value of the assets and liabilities of the Master Trust at December 31, 2024 and 2023 is presented in the table below. The Plan's percentage interest in the Master Trust was approximately 0.40% and 0.38% at December 31, 2024 and 2023, respectively.

	Master Trust		Plan's Interest in Master Trust	
	2024	2023	2024	2023
Investments				
Common collective trusts	\$ 1,750,656	\$ 1,949,236	\$ 7,075	\$ 7,432
Common and preferred stocks	1,583,924	1,966,004	6,401	7,496
Corporate debt	1,704,792	1,453,123	6,889	5,540
U.S. government securities	648,463	510,650	2,621	1,947
Partnerships/joint ventures	1,496,909	1,508,855	6,049	5,753
Hedge funds	321,490	455,324	1,299	1,736
Registered investment companies	26,274	38,010	106	145
Other	436,812	475,709	1,765	1,814
Short-term investments	-	1,267	-	5
Total investments	<u>7,969,320</u>	<u>8,358,178</u>	<u>32,205</u>	<u>31,868</u>
Accrued income, cash and net unsettled trades				
Cash	35,521	1,257	144	5
Accrued income	38,277	31,626	155	120
Receivable for unsettled trades	89,313	5,938	361	23
Other payables	(1,324)	(3,024)	(5)	(12)
Payable for unsettled trades	<u>(15,040)</u>	<u>(28,465)</u>	<u>(61)</u>	<u>(109)</u>
Accrued income, cash and net unsettled trades	<u>146,747</u>	<u>7,332</u>	<u>594</u>	<u>27</u>
Total fair value of Master Trust assets	<u>\$ 8,116,067</u>	<u>\$ 8,365,510</u>	<u>\$ 32,799</u>	<u>\$ 31,895</u>

The net investment income of the Master Trust for the years ended December 31, 2024 and 2023 is presented in the table below.

	2024	2023
Net appreciation in fair value of investments	\$ 526,726	\$ 842,047
Interest income	102,870	74,779
Dividend income	36,044	45,595
Other income	<u>46,512</u>	<u>40,010</u>
Net investment income	<u>\$ 712,152</u>	<u>\$ 1,002,431</u>

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 4. Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to the services employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. Benefits under the Plan are accumulated based on employees' compensation during each year of credited service. The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date. Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included, to the extent they are deemed attributable to employee service rendered prior to the valuation date. Benefits to be provided via annuity contracts excluded from plan assets are excluded from accumulated plan benefits.

The actuarial present value of the accumulated plan benefits is determined by the Plan's independent 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 probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The accumulated plan benefits information at January 1, 2024 was as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving payments	\$ 6,399
Other participants	11,376
Non-vested benefits	118
Total actuarial present value of accumulated plan benefits	\$ 17,893

The change in the actuarial present value of the Plan's accumulated plan benefits from January 1, 2023 to January 1, 2024 is attributable to the following:

Actuarial present value of accumulated plan benefits at January 1, 2023	\$ 19,340
Increase (decrease) during the year attributable to:	
Benefit payments	(2,564)
Interest accumulation	1,356
Benefits accumulated and other plan experience	(350)
Assumption changes	111
Actuarial present value of accumulated plan benefits at January 1, 2024	\$ 17,893

The assumption changes reflected above are due to the cash balance interest accumulation rate assumption was updated from 4.00% to 4.50%. In addition, the lump sum conversion mortality was updated to the 2024 IRS 417(e)(3) Applicable Mortality table, as amended by IRS Notice 2023-73.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

The significant actuarial assumptions used in the Plan valuations as of January 1, 2024 were as follows:

Discount Rate:	The assumed interest rate is 7.5%.
Investment Return:	7.5% per annum.
Retirement:	Retirement starting at 55 through 70, at varying rates, with 100% by age 70. The retirement assumption at age 65 was 25%.
Mortality Basis:	The mortality assumption used is based on the Pri-2012 tables projected with the Buck Modified 2021 Improvement Scale. The Buck Modified Projection Scale is a modified version of MP-2021 Improvement Scale using a long-term improvement rate of 0.75%.

These actuarial 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 computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuations been performed as of December 31, there would be no material differences.

Note 5. Plan Termination

While the Company has not expressed any intent to do so, it is free to discontinue its contributions at any time and to terminate the Plan, subject to the provisions set forth in ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- a. Benefits attributable to employee contributions, taking into account those paid out before termination.
- b. Benefits attributable to participants who have retired at least three years before the termination date of the Plan or those participants who were eligible to retire and receive pension benefits at least three years before, but who did not elect to retire at that time.
- c. Benefits commencing at retirement age to participants who are eligible to receive guaranteed benefits under ERISA.
- d. All vested and non-vested benefits.

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.

Whether participants receive all benefits to which they are entitled under the terms of the Plan should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation, up to specified limits.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 6. Fair Value Measurements

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Domestic and international equity: Domestic and international equity includes common and preferred stocks, domestic listed and foreign listed equity securities, unit trust equities, stapled securities, open-ended and closed-ended mutual funds, exchange-traded funds (registered investment companies), and these are generally valued at the closing price reported on the major market on which the individual securities are traded at the measurement date.

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Notes to Financial Statements

(In Thousands)

REITs: Real Estate Investment Trusts (REITs) consist of securities that trade on the major exchanges and invest directly in real estate, either through properties or mortgages.

Fixed income investments: Fixed income investments include U.S. Government securities, corporate bonds, corporate convertible bonds, asset-backed securities, bank loans, government mortgage backed securities, non-government backed collateralized mortgage obligations and municipal obligations, which are generally valued using pricing models that use verifiable, observable market data such as interest rates, benchmark yield, and bids provided by brokers or dealers, or quoted prices of securities with similar characteristics.

Short-term investments: Short-term investments are primarily comprised of short-term money market funds, which invest primarily in short-term, high quality money market securities such as government obligations, commercial paper, time deposits and certificates of deposit which are valued at cost, which approximate fair value, or valued at quoted market prices of identical instruments.

Partnerships/joint ventures: Limited partnership funds include buy-out (developing companies), mezzanine (funds providing mezzanine loans to companies), venture capital (start-up companies), distressed asset (distressed companies undergoing bankruptcies, etc.), commodities (businesses in commodity related sectors), real estate (residential, commercial, and industrial real estate), international equity and venture capital, and are typically limited partnership investment structures and/or joint ventures. Limited partnership valuations are based on the valuation of the underlying investments, which include inputs such as cost, operating results, discounted future cash flows and market-based comparable data. Net asset value (NAV) is used as a practical expedient to estimate fair value.

Hedge funds: Hedge funds include equity long/short, event driven, multi-strategy, real estate and fund of funds, and are typically limited partnership investment structures. Limited partnership interests in hedge funds are primarily valued using a market approach based on net asset value (NAV) calculated by the funds and are not publicly available. NAV is used as a practical expedient to estimate fair value.

Common collective trusts: Common collective trusts (CCTs) are valued at NAV and are arrangements in which the funds of individual trusts are pooled to avail themselves of professional investment management and achieve greater diversification of investment, stability of income, or other investment objectives. CCTs are reported at NAV, as of the measurement date. NAV is used as a practical expedient to estimate fair value.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

The following table sets forth by level, within the fair value hierarchy, a summary of the Master Trust's investments measured at fair value on a recurring basis at December 31, 2024 and 2023:

	2024	2023
Level 1:		
Domestic equity	\$ 891,532	\$ 1,137,401
International equity	887,789	1,083,933
REITs	185,005	212,747
Short-term investments	-	1,267
	1,964,326	2,435,348
Level 2:		
Fixed income investments	2,393,539	1,884,398
	2,393,539	1,884,398
Level 3:		
Fixed income investments	42,400	125,017
	42,400	125,017
Total assets in the fair value hierarchy	4,400,265	4,444,763
Investments measured at net asset value:		
Partnerships/joint ventures	1,496,909	1,508,855
Hedge funds	321,490	455,324
Common collective trusts	1,750,656	1,949,236
	7,969,320	8,358,178
Accrued income, cash and net unsettled trades	146,747	7,332
	146,747	7,332
Investments at fair value	\$ 8,116,067	\$ 8,365,510

Changes in Fair Value of Level 3 Assets

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

We evaluated the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits.

During 2024, several commercial mortgage loans were transferred from Level 3 to Level 2. This reclassification was based on an evaluation of the pricing inputs, which concluded that the effect of unobservable inputs on the pricing determination was not significant.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

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

	2024	2023
Fixed income investments		
Purchases	\$ 6,190	\$ 3,885
Sales	(2,076)	(1,210)
Transfers out	(80,551)	-

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs.

	2024	2023
Fixed income investments		
Fair value	\$ 42,400	\$ 125,017
Principal valuation technique	Discounted cash flow	Discounted cash flow
Significant unobservable inputs	Interpolated US Treasury Yield	Interpolated US Treasury Yield
Range of significant input values	4.22% and 4.69%	3.84% and 4.23%
Significant unobservable inputs	Broker spread	Broker spread
Range of significant input values	1.15% and 3.15%	0.93% and 3.75%

In estimating fair value of the investments in level 3, the Investment Committee may use third-party pricing sources or appraisers.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Fair Value of Investments that Calculate NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively:

	2024	2023
Partnerships/joint ventures (a)		
Fair value	\$ 1,496,909	\$ 1,508,855
Unfunded commitment	538,805	503,585
Redemption frequency	See (a)	See (a)
Other redemption restrictions	None	None
Redemption notice period	None	None
Hedge funds (b)		
Fair value	\$ 321,490	\$ 455,324
Unfunded commitment	None	None
Redemption frequency	Quarterly	Quarterly
Other redemption restrictions	None	None
Redemption notice period	See (c)	See (c)
Common collective trusts		
Fair value	\$ 1,750,656	\$ 1,949,236
Unfunded commitment	None	None
Redemption frequency	Immediate	Immediate
Other redemption restrictions	None	None
Redemption notice period	See (c)	See (c)

- (a) Limited partnership interests in private equity funds are not redeemable from the general partner. Private equity interests can be sold through a secondary sale to a third party. Distributions are generally received through the liquidation of the underlying assets of the funds. Other partnerships include distressed asset investments, venture capital funds, mezzanine funds. These partnerships (except for commodities, real estate, and international equity) are expected to be liquidated in approximately the next three to ten years. Redemption frequency for international equity are monthly and redemption notice period is 30 days. There is no redemption frequency or redemption notice period for all other partnerships and joint ventures.
- (b) Fund of funds hedges invest in a variety of investments, mainly other hedge funds, of different styles with the goal of generating diversified returns in all types of market environments. Real estate hedge funds commonly invest in real estate investment trusts. However, as the name states, they may also invest in real estate properties such as residential and commercial properties and land. Other hedge funds include multi-strategy and event driven funds. Multi-strategy funds have an objective to add value from mispriced securities. These funds have entered into full redemption requests and are expected to be liquidated over the next year. Event driven funds are single direct funds attempting to generate returns in all types of market environments with appropriate amounts of risk.
- (c) Redemption restrictions vary, within 30 to 91 days, by investment management agreement but are based on the initial investment date and take into account liquidity terms, notice periods, redemption schedules, withdrawal with or without penalties and lock-ups, if any. In certain cases, full redemption may be extended over a period of time.

L3Harris KEO Pension Plan

Notes to Financial Statements

(In Thousands)

Note 7. Risks and Uncertainties

The Plan, through the Master Trust, invests in various investment securities that are exposed to various risks such as interest rates, market and credit risks. Market values of investments may decline for a number of reasons, including changes in prevailing market and interest rates, increases in defaults and credit rating downgrades. Market risks include global events, which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that some changes could materially affect the amounts reported in the statement of net assets available for benefits.

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

Note 8. Tax Status

The Plan obtained its latest determination letter on and dated August 25, 2021, in which the Internal Revenue Service (IRS) stated that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, Plan management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

US GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 9. Related Party and Party-in-Interest Transactions

Certain Master Trust investments are shares of common collective trusts managed by Northern Trust Company, the Trustee for the Plan. Gallagher Benefit Services, Inc., provides actuarial and related services for the Plan. As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various services providers. These transactions are party-in-interest transactions under ERISA.

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Schedule SB, Part V – Summary of Plan Provisions

Cash balance plan

Plan Status

The plan was closed to Salaried new hires as of January 1, 2014 and to Hourly new hires as of August 13, 2014. Effective January 1, 2020, benefit accruals under the prior formula have been frozen for Salaried participants. Certain Salaried participants will accrue under a cash balance formula. Benefits accruals are unchanged for Hourly participants.

Participation

Hourly: For individuals not eligible at January 1, 2003, the participation commences at the January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service.

Salaried: Immediate eligibility at January 1, 2001 for participants of the Kollmorgen Salaried Pension Plan. For individuals not eligible at January 1, 2001, the participation commences at the January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year.

Vesting Service

The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service.

Cash Balance Compensation Credit

Hourly: Monthly compensation credit is equal to 4.5% of the participant's compensation for the month and is credited at the end of each month (3.0% from January 1, 2003 to December 31, 2003).

Salaried: Monthly compensation credit is equal to 1.00% of the participant's compensation for the month and is credited at the end of each month (1.75% from January 1, 2019 to December 31, 2019, 3.5% from January 1, 2011 to December 31, 2018, 4.5% from January 1, 2004 to December 31, 2010 and 3.0% from January 1, 2001 to December 31, 2003).

Cash Balance Interest Credit

The interest credit rate is based on the applicable interest rate, which is the average of 30-year treasury rate as determined for the month of November preceding the Plan Year.

Normal Retirement Pension

Eligibility

Age 65 and 3 years of service.

Benefit

The actuarial equivalent of the projected cash value at participant's normal retirement date. Projected cash balance account from the valuation date to participant's normal retirement date is based on the interest crediting rate that is the applicable interest rate for the year.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Cash balance plan (continued)

Early Retirement Pension

Eligibility

Age 55 and 3 years of service.

Benefit

The Cash Balance is based on the Cash Balance accrued at early retirement age. If taken as a lump sum, then it is equal to the balance accrued. If taken as an annuity, it is the actuarial equivalent of the projected cash value discounted from the normal retirement age.

Deferred Vested Pension

Eligibility

3 years of service. 100% vested after 3 years of service

Benefit

Regular pension accrued payable at age 65.

Pre-Retirement Death Benefit

Eligibility

3 years of service.

Benefit

The actuarial equivalent of the participant's projected cash value payable to the spouse.

Normal form of benefit

Single

Life annuity.

Married

Actuarially Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Joint and 75% survivor annuity

(3) Lump sum

Actuarial Equivalence

Actuarial equivalence is based on 417(e) assumptions.

Summary of Changes from the January 1, 2023 Valuation

None.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Career Average Benefit for Hourly Employees

Plan Status

The plan is frozen effective December 31, 2002 (subsequent accruals are earned under the cash balance provisions).

Participation

Age 21 and 1 year of service. Participation occurs on the first day of the month following completion of these requirements.

Vesting Service

1,000 hours in a plan year.

Benefit Service

Any 12 consecutive-month period during which the employee completes 2,080 Hours of Service shall be considered a Year of Service. If the number of Hours of Service is less than 2,080, a fraction of a Year of Benefit Service shall be credited, the numerator of which is the number of Hours of Service completed in such a year or partial Year of Service, and the denominator of which is 2,080. Such 12-consecutive month period will be measured from January 1.

Compensation

The W-2 earnings subject to a cap of \$35,000 for Years of Service through August 31, 1996, \$38,500 for Years of Service after September 1, 1996 through August 31, 1999 and \$41,500 of Years of Service after September 1, 1999. Effective January 1, 1991, the past service benefit was brought up to date by using 1% of the highest five years of W-2 earnings between 1985 and 1990 times Years of Service through December 31, 1990 with no salary cap.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Benefit

For each Year of Service after October 31, 1950, the accrued benefit is equal to the sum of (i), (ii), and (iii) below, but not less than (iv):

- (i) 1.0% of Compensation for Years of Service before August 31, 1996.
- (ii) .5% of Compensation in excess of \$7,800, for Years of Service before August 31, 1996.
- (iii) 1.5% of Compensation for Years of Service after September 1, 1996.
- (iv) 1) \$25 per month times Years of Service effective 9/1/1999.
2) \$26 per month times Years of Service effective 9/1/2000.
3) \$27 per month times Years of Service effective 9/1/2001.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Career Average Benefit for Hourly Employees (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

The actuarial equivalent of the retirement benefit at Normal retirement date, calculated with credited service to the Early retirement date.

Disability

Eligibility

5 years of service.

Benefit

For total and permanent disability arising on or after August 15, 1984 but prior to September 1, 1990, monthly disability income payments equal \$250 per month less any benefits received under Workmen's Compensation Laws or the Company's Accident and Sickness Plan. Effective September 1, 1990, the monthly disability income was raised to \$300 per month.

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Regular pension accrued payable at age 65, or reduced benefit payable on or after attainment of age 55.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Annuity payable to participant's spouse under 50% Joint and Survivor option with payment commencement deferred to the participant's earliest retirement date.

Post-Retirement Death Benefit

Eligibility

Age 62 and 10 years of service.

Benefit

Single payment of \$1,500 payable to beneficiary of a deceased participant who had commenced payments, and who is not eligible for a spouse's benefit under a Joint and Survivor Annuity option.

Normal form of benefit

Single

Life annuity.

Married

Actuarially Reduced joint and 50% survivor annuity.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Career Average Benefit for Hourly Employees (continued)

Optional forms of benefit

- (1) Life annuity
- (2) Joint and 75% survivor annuity
- (3) Joint and 100% survivor annuity
- (4) Life annuity with certain period of 10 years
- (5) Certain period only of 10 years
- (6) Lump sum

Actuarial Equivalence

For purposes of converting a straight life annuity to a lump sum distribution, actuarial equivalence is based on 417(e) assumptions.

For all other forms of payment, actuarial equivalence is based on 1971 Group Annuity Table for Males, with one year setback in age with 7% per annum compounded annually.

Summary of Changes from the January 1, 2023 Valuation

None.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Career Average Benefit for Salaried Employees

Plan Status

The plan is frozen effective January 1, 2001 (subsequent accruals are earned under the cash balance provisions).

Participation

Age 21 and 1 year of service. Participation occurs on the first day of the month following completion of these requirements.

Vesting Service

Fully vested after completion of 5 full years of vesting service (1,000 hours).

Benefit Service

12 consecutive-month period during which the employee completes 2,080 Hours of Service shall be considered one Year of Service. If the number of Hours of Service is less than 2,080, a fraction of a Year of Benefit Service shall be credited, the numerator of which is the number of Hours of Service completed in such a year or partial Year of Service, and the denominator of which is 2,080. Such 12-consecutive month period will be measured from January 1. Participants at Magnedyne division begin to earn Benefit Service on January 1, 1999. Participants at New England Affiliated Technologies begin to earn Benefit Service on January 1, 2000.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Benefit

The annual amount of accrued benefit is equal to the product of (i) and (ii) and below:

- (i) 1.3% of Final Average Compensation not in excess of the Covered Compensation level for an individual obtaining their Social Security normal retirement age in the year of calculation plus 1.8% of Final Average Compensation in excess of the Covered Compensation level.
- (ii) Years of a member's benefit service, up to a maximum of 30.

Participants who were formerly participants of the Kollmorgen (Long Island) Floor Plan began receiving pay credit for Benefit Service under the benefit formula described above as of January 1, 1991. These participants are also entitled to payment under this Plan of any benefits based on service prior to January 1, 1991 earned under Kollmorgen Floor Plan. However, total retirement benefits payable from this plan may not exceed the amount of benefits that would be paid under the benefit formula described above if the participant had been covered by the Plan from the date of hire without regard to the special Floor Plan provisions.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

The actuarial equivalent of the retirement benefit at Normal retirement date, calculated with credited service to the Early retirement date.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Career Average Benefit for Salaried Employees (continued)

Disability

Benefit accrued to Normal Retirement Date assuming constant earnings from disablement to Normal Retirement Date.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Annuity payable to participant's spouse under 50% Joint and Survivor option with payment commencement deferred to the participant's earliest retirement date.

Normal form of benefit

Single

Life annuity.

Married

Actuarially Reduced joint and 50% survivor annuity.

Optional forms of benefit

- (1) Life annuity
- (2) Joint and 75% survivor annuity
- (3) Joint and 100% survivor annuity
- (4) Life annuity with certain period of 10 years
- (5) Certain period only of 10 years
- (6) Lump sum

Actuarial Equivalence

For purposes of converting a straight life annuity to a lump sum distribution, actuarial equivalence is based on 417(e) assumptions.

For all other forms of payment, actuarial equivalence is based on 1984 Unisex pensioner's mortality table with 8% per annum compounded annually.

Summary of Changes from the January 1, 2023 Valuation

None.

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Schedule SB, Line 26a – Schedule of Active Participant Data

Distribution of Active Participants as of January 1, 2024 – Age by Service

Age	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+	Total
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	1	1	1	0	0	0	0	0	3
35-39	0	0	0	6	2	0	0	0	0	0	8
40-44	0	0	0	6	12	1	0	0	0	0	19
45-49	0	0	0	4	6	1	0	0	0	0	11
50-54	0	0	0	0	5	1	0	0	0	0	6
55-59	0	0	0	4	10	3	2	2	1	2	24
60-64	0	0	0	3	4	4	3	1	3	1	19
65-69	0	0	0	0	2	0	0	1	0	1	4
70+	0	0	0	1	1	0	0	0	0	1	3
TOTAL	0	0	1	25	43	10	5	4	4	5	97

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

Funding assumptions selection and rationale

Actuarial Standard of Practice No. 27 ("ASOP 27") provides guidance to actuaries on economic assumptions for measuring pension obligations. Actuarial Standard of Practice No. 35 ("ASOP 35") provides guidance to actuaries on demographic and other noneconomic assumptions for measuring pension obligations. Under these ASOPs, for each assumption that has a significant effect on the measurement and that the actuary has selected, the actuary should disclose the information and analysis used to support the actuary's determination that, in the actuary's professional judgement, it is reasonable for the purpose of the measurement. No information or analysis is needed for any assumption prescribed by law or regulation.

The interest rates and mortality assumption used for this measurement are prescribed by law.

The economic assumption that has a significant effect on the measurement and that the actuary has selected is the expected rate of return on plan assets. The expected asset return assumption was based on an analysis of long term expected returns for the asset classes in which the plan's assets were invested as of the measurement date. Demographic and other non-economic assumptions having a significant impact on the measurement of the Funding Target are retirement rates, withdrawal rates, and the frequency of optional forms of payment. These assumptions were originally chosen by the predecessor enrolled actuary and are based on the plan sponsor's anticipated experience. Actual experience for prior year was reviewed and compared to the assumption. Changes are made, as appropriate, based on the review.

Use of Models

Actuarial Standard of Practice No. 56 ("ASOP 56") provides guidance to actuaries when performing actuarial services that involve designing, developing, selecting, modifying, using, reviewing, or evaluating models. Gallagher used third-party software to perform the calculations that underlie the actuarial information contained in this report. The model in the third party software calculated the actuarial information provided in this report using plan provisions, data, and assumptions as of a measurement date under rules applicable to the calculations. Gallagher has an extensive review process whereby the results of the calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other outputs are similarly reviewed in detail and at a high level for accuracy, reasonability, and consistency with prior results. Gallagher also reviews the model when software changes occur. The review is performed by experts who are familiar with applicable rules and the way the model generates its output.

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report.

L3Harris KEO Pension Plan

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2024 Plan Year	2023 Plan Year
Funding Rates – Constrained *		
First Segment Rate	4.75%	4.75%
Second Segment Rate	4.96%	5.00%
Third Segment Rate	5.59%	5.74%
Effective Interest Rate	5.13%	5.19%
Funding Rates – Unconstrained **		
First Segment Rate	4.37%	2.13%
Second Segment Rate	4.96%	3.62%
Third Segment Rate	4.95%	3.93%
Effective Interest Rate	4.90%	3.59%

* Used for minimum funding and benefit restriction purposes.

** Used for maximum tax-deduction, ERISA Section 4010 reporting and low-default-risk obligation measure purposes.

The interest rates used for funding purposes are the Segment Rates with no lookback, constrained in accordance with relevant legislation.

Mortality

Mortality tables mandated by applicable law and regulation as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, applied on a fully generational basis using the IRS 2024 Adjusted Scale MP-2021 Rates mortality improvement scale.

Lump Sum interest and mortality:

Interest Rate: Forward rates implied by the funding interest rates (annuity substitution rule)

Mortality: 2024 IRC 417(e) Applicable Mortality table, as amended by IRS Notice 2023-73

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including plan related expenses expected to be paid from plan assets during the year.

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

Expenses

Expected plan related expenses equal to prior year plan related expenses, excluding the prior year PBGC premiums plus current year PBGC premium were added to the Target Normal Cost. This amount is equal to \$89,978.

Salary increase assumption

3.00% annually.

Cash Balance Accumulation Rate

Current and Future Years:	4.50%
Prior Year:	4.00%

Frequency of optional payment forms

75% of active participants are assumed to elect lump sums at termination, and 25% are assumed to elect a single life annuity. Terminated vested participants that terminated during the prior plan year are assumed to elect an immediate lump sum as of the valuation date. All other terminated vested participants are assumed to elect a lump sum payment to be paid at age 65.

Marital percentage

80% of participants are assumed to be married at death. Husbands are assumed to be 3 year older than their wives.

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Retirement rates

Age	Rates
55	2.00%
56	2.00%
57	2.00%
58	2.00%
59	2.00%
60	10.00%
61	10.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None.

Withdrawal rates for active participants not eligible for retirement

Age	Rates
20	13.7%
25	10.2%
30	7.1%
35	6.0%
40	5.5%
45	5.0%
50	4.5%
55	4.0%
60	3.5%

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods (continued)

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

	Actuary's Assumption	Third Segment Rate	Reflecting Limit
2024 Expected Return	7.50%	5.59%	5.59%
2023 Expected Return	7.50%	5.74%	5.74%
2022 Expected Return	7.50%	5.92%	5.92%

Summary of Changes from the January 1, 2023 Valuation

- The interest rate basis was updated to the current rates as specified in IRS Regulation 1.430(h)(2)-1. These rates are constrained in accordance with relevant legislation.
- The mortality assumption was updated according to the projection as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, applied on a fully generational basis using the IRS 2024 Adjusted Scale MP-2021 Rates mortality improvement scale.
- The mortality used for computing lump sums was updated to the 2024 IRS 417(e)(3) Applicable Mortality table, as amended by IRS Notice 2023-73.
- Cash Balance Interest Accumulation Rate was changed from 4.00% to 4.50%. This was updated to reflect expected cash balance interest crediting rates due to the recent increase in treasury bills.
- The impact of the above changes increased the Funding Target.

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Line 24 – Change in Actuarial Assumptions

- Cash Balance Interest Accumulation Rate was changed from 4.00% to 4.50%. This was updated to reflect expected cash balance interest crediting rates due to the recent increase in treasury bills.

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Line 15 – Reconciliation of Differences Between Valuation Results and Amounts Used to Calculate AFTAP

The AFTAP shown in Line 15 of the 2024 Schedule SB is the value that appears on the actual 2024 AFTAP Certification dated September 30, 2024, according to the values shown below:

Funding Target	\$	20,697,152
Actuarial Value of Assets	\$	33,264,065
Adjusted Funding Target	\$	20,822,627
Adjusted Actuarial Value of Assets	\$	33,389,540
Prefunding Balance	\$	12,386,829
Annuity Purchase during 2022 and 2023 Plan Years for NHCE	\$	125,475

The 2024 AFTAP of 160.35% cannot be directly calculated from the funding target and value of plan assets shown on the Schedule SB because of the omission of the annuity purchase during 2022 and 2023 plan years for NHCE.

L3Harris KEO Pension Plan

EIN/PN: 34-0276860 / 027

Schedule SB, Line 22 – Description of Weighted Average Retirement Age

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
55	30.1581	0.0121	0.3651	20.0816
56	31.2552	0.0200	0.6251	35.0058
57	33.5610	0.0200	0.6712	38.2596
58	35.8094	0.0200	0.7162	41.5389
59	43.9985	0.0200	0.8800	51.9183
60	49.9897	0.1000	4.9990	299.9384
61	46.8297	0.1000	4.6830	285.6612
62	47.9831	0.1500	7.1975	446.2431
63	46.6010	0.1500	6.9902	440.3798
64	40.4168	0.1500	6.0625	388.0017
65	36.1727	0.2500	9.0432	587.8071
66	28.9535	0.2000	5.7907	382.1868
67	24.0072	0.2000	4.8014	321.6963
68	20.0641	0.2000	4.0128	272.8724
69	15.9244	0.2000	3.1849	219.7572
70	13.6298	1.0000	13.6298	954.0841
71	2.0000	1.0000	<u>2.0000</u>	<u>142.0000</u>
Total			75.6525	4,927.4322
Weighted Average Retirement Age = 4,927.4322 / 75.6525				65.13
Rounded Weighted Average Retirement Age				65

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210 - 0110
1210 - 0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

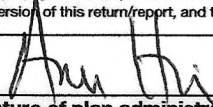
- A** This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- a single-employer plan a DFE (specify) _____
- B** This return/report is: the first return/report the final return/report
- an amended return/report a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here
- D** Check box if filing under: Form 5558 automatic extension the DFVC program
- special extension (enter description)
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here

Part II Basic Plan Information - enter all requested information

1a Name of plan L3HARRIS KEO PENSION PLAN	1b Three-digit plan number (PN) ▶ 027
	1c Effective date of plan 02/06/2012
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) L3HARRIS TECHNOLOGIES, INC. 1025 WEST NASA BOULEVARD MELBOURNE FL 32919-0001	2b Employer Identification Number (EIN) 34-0276860
	2c Plan Sponsor's telephone number 321-724-3554
	2d Business code (see instructions) 333200

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		1/11/25	ANDREA HARTMAN
	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

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

Form 5500 (2024)
v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor EMPL. BEN. COM. L3HARRIS TECH. INC. 1025 WEST NASA BOULEVARD MELBOURNE FL 32919-0001	3b Administrator's EIN 34-0276860 <hr/> 3c Administrator's telephone number 321-724-3554
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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
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5 Total number of participants at the beginning of the plan year	5	328
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	97
a(2) Total number of active participants at the end of the plan year	6a(2)	81
b Retired or separated participants receiving benefits	6b	77
c Other retired or separated participants entitled to future benefits	6c	140
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	298
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	13
f Total. Add lines 6d and 6e	6f	311
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1C 3F 3H

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

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

a Pension Schedules (1) <input checked="" type="checkbox"/> R (Retirement Plan Information) (2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> DCG (Individual Plan Information) - Number Attached _____ (5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) <input checked="" type="checkbox"/> H (Financial Information) (2) <input type="checkbox"/> I (Financial Information - Small Plan) (3) <input type="checkbox"/> A (Insurance Information) - Number Attached _____ (4) <input type="checkbox"/> C (Service Provider Information) (5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information) (6) <input type="checkbox"/> G (Financial Transaction Schedules)
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SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan L3Harris KEO Pension Plan	B Three-digit plan number (PN) ▶	027
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF L3Harris Technologies, Inc.	D Employer Identification Number (EIN) 34-0276860	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	31,998,013
	b Actuarial value	2b	33,264,065
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	83	7,319,337
	b For terminated vested participants	148	6,801,993
	c For active participants	97	6,426,897
	d Total	328	20,548,227
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)	<input type="checkbox"/>	
	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	5.13%
6	Target normal cost		
	a Present value of current plan year accruals	6a	90,106
	b Expected plan-related expenses	6b	89,978
	c Target normal cost	6c	180,084

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	 SCOTT BERGER Signature of actuary	09/11/2025 Date
	SCOTT BERGER Type or print name of actuary	2306644 Most recent enrollment number
	BUCK GLOBAL, LLC Firm name	201-902-2300 Telephone number (including area code)
	200 JEFFERSON PARK 2ND Floor WHIPPANY NJ 07981 Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

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

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.96 %	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
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b Applicable month (enter code)..... **21b** 0

22 Weighted average retirement age **22** 65

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years **28** 0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... **29** 0

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	180,084
b Excess assets, if applicable, but not greater than line 31a	31b	180,084

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