

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 01/01/1957
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) DANAHER CORPORATION 2200 PENNSYLVANIA AVE NW STE 800W WASHINGTON, DC 20037-1701
2b	Employer Identification Number (EIN) 59-1995548
2c	Plan Sponsor's telephone number 202-828-0850
2d	Business code (see instructions) 335900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2025	CONSTANCE BARBER, DANAHER CORP.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2025	CONSTANCE BARBER, DANAHER CORP.
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 23871
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 2599 6a(2) 2355 6b 8538 6c 8315 6d 19208 6e 1863 6f 21071 6g(1) 6g(2) 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

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

(a) Name of insurance carrier EMPOWER ANNUITY INSURANCE COMPANY
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(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	523485-E1		01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier **6b**

c Premiums due but unpaid at the end of the year **6c**

d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶

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

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

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

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

b Balance at the end of the previous year	7b	1706990
c Additions: (1) Contributions deposited during the year	7c(1)	
(2) Dividends and credits.....	7c(2)	
(3) Interest credited during the year.....	7c(3)	40606
(4) Transferred from separate account	7c(4)	
(5) Other (specify below).....	7c(5)	21309
▶ ADJUSTMENT TO BEGINNING BALANCE		
(6) Total additions	7c(6)	61915
d Total of balance and additions (add lines 7b and 7c(6))	7d	1768905
e Deductions:		
(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	4118
(2) Administration charge made by carrier.....	7e(2)	
(3) Transferred to separate account	7e(3)	
(4) Other (specify below).....	7e(4)	29819
▶ ADMINISTRATIVE EXPENSES		
(5) Total deductions	7e(5)	33937
f Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f	1734968

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

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

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

(a) Name of insurance carrier EMPOWER ANNUITY INSURANCE COMPANY
--

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	523704-E1		01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier **6b**

c Premiums due but unpaid at the end of the year **6c**

d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶

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

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

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

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

b Balance at the end of the previous year **7b** 7777

c Additions: (1) Contributions deposited during the year **7c(1)** 80000

(2) Dividends and credits..... **7c(2)**

(3) Interest credited during the year..... **7c(3)** 2688

(4) Transferred from separate account **7c(4)**

(5) Other (specify below)..... **7c(5)**
▶

(6) Total additions **7c(6)** 82688

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 90465

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 67785

(2) Administration charge made by carrier..... **7e(2)**

(3) Transferred to separate account **7e(3)**

(4) Other (specify below)..... **7e(4)** 22676
▶ ADMINISTRATIVE EXPENSES

(5) Total deductions **7e(5)** 90461

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)..... **7f** 4

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

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

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	1883102687	
b	Actuarial value	2b	1937164410	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	10995	1088752444	1088752444
b	For terminated vested participants	10486	526712762	526712762
c	For active participants	2599	167623495	167741059
d	Total	24080	1783088701	1783206265
4	If the plan is in at-risk status, check the box and complete lines (a) and (b): ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.12 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	0	
b	Expected plan-related expenses	6b	5600000	
c	Target normal cost	6c	5600000	

Statement by Enrolled Actuary

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

SIGN HERE	Signature of actuary THOMAS SKIAVO, EA Type or print name of actuary MERCER Firm name 1050 CONNECTICUT AVE, NW SUITE 700 WASHINGTON, DC 20036 Address of the firm	08/27/2025 Date 23-06727 Most recent enrollment number 202-331-5200 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	14736210	26181254
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)	14736210	26181254
10	Interest on line 9 using prior year's actual return of 13.34 %	1965810	3492579
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	16702020	29673833

Part III Funding Percentages

14	Funding target attainment percentage	14	106.03 %
15	Adjusted funding target attainment percentage	15	108.42 %
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	105.66 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

21	Discount rate:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">a Segment rates:</td> <td style="width: 33%;">1st segment: %</td> <td style="width: 33%;">2nd segment: %</td> <td style="width: 33%;">3rd segment: %</td> <td style="width: 33%;">☒ N/A, full yield curve used</td> </tr> </table>	a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used		
a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used					
	b Applicable month (enter code)	21b							
22	Weighted average retirement age	22	62						
23	Mortality table(s) (see instructions)	☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute							

Part VI	Miscellaneous Items
----------------	----------------------------

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

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
-----------------	--

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

Part VIII	Minimum Required Contribution For Current Year
------------------	---

31	Target normal cost and excess assets (see instructions):		
	a Target normal cost (line 6c)	31a	5600000
	b Excess assets, if applicable, but not greater than line 31a	31b	5600000
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
35	Balances elected for use to offset funding requirement	0	0
36	Additional cash requirement (line 34 minus line 35)	36	0
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0
38	Present value of excess contributions for current year (see instructions)		
	a Total (excess, if any, of line 37 over line 36)	38a	0
	b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40	Unpaid minimum required contributions for all years	40	0

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

41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

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

A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

Yes

☒

No
- b

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

(b)

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

(b)

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

(b)

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

(b)

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

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

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

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

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

AON CONSULTING INC

29695 NETWORK PLACE
CHICAGO, IL 60673-1296

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	NONE	3405003	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 27 28 50 51 52	NONE	1921807	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	783436	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

UBS GLOBAL ASSET MANAGEMENT

36-3718331

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	560384	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WILLIAM BLAIR

180 NORTH RIVERSIDE PLAZA
CHICAGO, IL 60606

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	557868	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GROOM LAW GROUP

52-1219029

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	339437	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	NONE	334352	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WELLINGTON TRUST COMPANY

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	317375	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

HENDERSON GLOBAL INVESTORS

06-1217855

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	214212	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

RV KUHN & ASSOCIATES

93-0910652

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 17 27 28 49 70	NONE	197067	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DOUBLELINE CAPITAL LP

30-0596331

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	186684	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC INVESTMENT MANAGEMENT CO

33-0629048

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	151625	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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 DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶	003
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: ARTISAN MID CAP INSTITUTIONAL CLAS			
b Name of sponsor of entity listed in (a): ARTISAN PARTNERS			
c EIN-PN 26-3653822-021	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 58140916	
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INV FD			
b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS			
c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 179814551	
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE ALL COUNTRY WORLD EX			
b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS			
c EIN-PN 45-6138589-125	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 214257417	
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE S&P 500 INDEX FD-NL			
b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS			
c EIN-PN 45-6138589-003	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 564045012	
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIT EMERGING MARKETS PORTFOLIO			
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA			
c EIN-PN 04-2767481-017	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 46480596	
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF SELECT LEADERS SERIES 2			
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA			
c EIN-PN 04-2767481-185	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 114363740	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

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

A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	5033967	7765626
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	5023979	7444204
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	24799258	23803873
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	46954168	50760460
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		540876
(B) Common	1c(4)(B)	259108343	276017638
(5) Partnership/joint venture interests	1c(5)	292725985	237185240
(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)	986941695	1177102232
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	116441682	121130750
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	1714767	1734972
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	150657862	0
(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	1889401706	1903485871
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	1301342	1304149
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	4997677	3385885
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	6299019	4690034
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	1883102687	1898795837

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	67749	
(B) U.S. Government securities.....	2b(1)(B)	646251	
(C) Corporate debt instruments.....	2b(1)(C)	2524286	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	67857	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		3306143
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	-6874	
(B) Common stock.....	2b(2)(B)	6048500	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	5667910	
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C).....	2b(2)(D)		11709536
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	398229335	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	172757203	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		225472132
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-193963787	
(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)		160029951
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-653968
c Other income	2c		8572901
d Total income. Add all income amounts in column (b) and enter total	2d		214472908

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	143317543	
(2) To insurance carriers for the provision of benefits	2e(2)	43977772	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		187295315
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)	3407853	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	2968653	
(6) Bank or trust company trustee/custodial fees	2i(6)	1733620	
(7) Actuarial fees	2i(7)	334352	
(8) Legal fees	2i(8)	339437	
(9) Valuation/appraisal fees	2i(9)	240621	
(10) Other trustee fees and expenses	2i(10)	2459907	
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		11484443
j Total expenses. Add all expense amounts in column (b) and enter total	2j		198779758

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		15693150
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

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

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

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☒		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 560144.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN		B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 DANAHER CORPORATION		D Employer Identification Number (EIN) 59-1995548
Part I	Distributions	
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): 36-1561860 06-1050034		
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 1041
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2024 v. 240311		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 70.00 % Private Equity: 0.00 % Investment-Grade Debt and Interest Rate Hedging Assets: 10.00 %

High-Yield Debt: _____ % Real Assets: 8.00 % Cash or Cash Equivalents: _____ % Other: 12.00 %

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_____.



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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2024, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying

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

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

In our opinion

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

Ernst & Young LLP

October 6, 2025

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4i — SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF DECEMBER 31, 2024

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
Insurance Contracts				
*	Empower Retirement Insurance & Annuity Company	GAC 0350	\$ 4	\$ 4
*	Empower Retirement Insurance & Annuity Company	GAC 3290	1,734,968	1,734,968
			<u>\$ 1,734,972</u>	<u>\$ 1,734,972</u>
Common/Collective Trusts				
	Artisan Mid Cap Institutional Class	2,201,474	units \$ 29,323,628	\$ 58,140,916
✓	Collective Short Term Investment Fund	179,814,551	units 179,814,551	179,814,551
*	Northern Trust Collective All Country World Ex-US IMI Fund - Non Lending	1,021,577	units 113,976,036	214,257,417
*	Northern Trust Collective S&P 500 Index - Non Lending	24,883	units 117,019,383	564,045,012
	Wellington Trust Company Collective Investment Fund Emerging Markets	3,380,407	units 37,478,566	46,480,596
	Wellington Trust Company Collective Investment Fund ii Select Leaders Series 2	8,969,705	units 90,679,996	114,363,740
			<u>\$ 568,292,160</u>	<u>\$1,177,102,232</u>
Mutual funds				
	Doubleline Funds Trust Floating Rate Class I	339,480	units \$ 3,312,994	\$ 3,058,713
	Doubleline Funds Trust Global Bond Fund Class I	146,787	units 1,515,010	1,206,585
	DoubleLine Funds Trust Infrastructure Income Fund Class I	450,324	units 4,596,466	4,179,008
	DoubleLine Funds Trust Selective Credit	1,504,175	units 13,343,385	11,115,852
	PIMCO High Yield Portfolio	102,413	units 761,695	730,204
	PIMCO Inflation Response Multi-Asset Institutional Class	4,762,067	units 41,009,693	38,810,849
	PIMCO PAP Series Emerging Markets Institutional Class	312,629	units 3,043,573	2,901,201
	PIMCO PAP Series Mortgage Portfolio Institutional Class	1,079,158	units 10,585,480	8,050,521
	PIMCO PIM Series International Portfolio Institutional Class	646,918	units 5,768,915	4,075,586
	PIMCO PIM Series Investment Grade Credit Bond Portfolio Institutional Class	1,852,048	units 17,822,048	16,483,224
	PIMCO PIM Series Private Account Portfolio Series Municipal Sector	124,659	units 968,522	756,678
	PIMCO PIM Series Real Return Bond Portfolio Institutional Class	286,391	units 3,662,399	3,310,683
	PIMCO PIM Series U.S. Government Sector Portfolio Institutional Class	1,399,274	units 11,863,194	8,297,696
✓	PIMCO Short Term Floating NAV Portfolio II	255,599	units 2,557,912	2,560,335
	PIMCO ABS And Short Term Investment Port	1,344,277	units 15,983,442	15,593,615
			<u>\$ 136,794,728</u>	<u>\$ 121,130,750</u>

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
Corporate Debt Instruments					
	AAR Escrow Issuer LLC	6.75%	3/15/2029	\$ 20,000	\$ 20,282
	Abbvie Inc	4.70%	5/14/2045	153,966	123,688
	Acu Petroleo Luxembourg SARL	7.50%	7/13/2032	238,265	232,361
	Adani International Container Terminal Pvt	3.00%	2/16/2031	163,998	136,535
	AdaptHealth LLC	5.13%	3/1/2030	17,125	18,120
	AEP Texas Inc	5.45%	5/15/2029	39,988	40,546
	Aethon United BR LP	7.50%	10/1/2029	35,000	35,793
	AGCO Corporation	5.80%	3/21/1934	143,489	142,759
	Agree Ltd Partnership	5.63%	6/15/2034	98,827	100,317
	Al Candelaria (Spain) SA	5.75%	6/15/2033	178,437	203,105
	Alexandria Real Estate Equities Inc.	3.00%	5/18/2051	208,580	137,962
	Alliant Holdings	6.75%	10/15/2027	25,525	24,793
	American Homes 4 Rent	5.50%	2/1/2034	109,882	109,539
	American National Group	5.75%	10/1/2029	58,972	59,076
	American Tower Corporation	5.55%	7/15/2033	134,705	136,111
	Amgen Inc	5.75%	3/2/2063	147,849	134,718
	Amphenol Corporation	5.38%	11/15/2054	64,963	62,865
	AngloGold Ashanti	3.38%	11/1/2028	185,250	184,744
	Anthem Inc	4.55%	5/15/2052	49,731	40,409
	Apollo Global Management	6.00%	12/15/2054	53,000	52,217
	AppLovin Corp	5.38%	12/1/2031	70,910	71,081
	ArcelorMittal SA	6.00%	6/17/2034	74,894	76,307
	Ares Capital Corporation	5.95%	7/15/2029	36,363	36,402
	Arizona Public Service Company	5.70%	8/15/2034	64,821	65,721
	Arrow Electronics Inc	5.88%	4/10/2034	74,977	75,428
	Arthur J Gallagher & Co	4.85%	12/15/2029	40,968	40,793
	Arthur J Gallagher & Co	5.15%	2/15/2035	88,668	86,897
	AT&T Inc.	3.50%	9/15/2053	166,301	134,071
	Athene Global Funding	4.72%	10/8/2029	169,000	164,805
	Athene Holding Ltd	6.63%	10/15/2054	148,000	147,172
	Atlassian Corp	5.25%	5/15/2029	56,755	57,437
	Avolon Holdings Funding Ltd	5.75%	3/1/2029	233,301	237,363
	Banco Actinver SA	7.25%	1/31/2041	200,000	195,790
	Banco Continental S A E	2.75%	12/10/2025	145,275	145,034
	Banco de Credito del Peru SA	3.13%	7/1/2030	36,700	39,168
	Banco DO Brasil	6.25%	12/31/2049	184,200	200,323
	Banco Internacional del Pero Corporation	4.00%	7/8/2030	138,300	147,692
	Banco Mercantil del Norte	8.38%	12/31/2049	200,000	199,537
	Bancocolumbia SA	8.63%	12/24/2034	200,000	209,397
	Bank Montreal Que	3.80%	12/15/2032	150,551	143,538
	Bank of America Corporation	2.48%	9/21/2036	252,815	216,294
	Bank of America Corporation	5.52%	10/25/2035	74,000	72,243
	Bank of America Corporation	5.47%	1/23/2035	55,000	55,074
	Bank of NY Mellon Corporation	5.06%	7/22/2032	127,000	126,742
	BAT Capital Corp	4.54%	8/15/2047	47,521	50,888

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	BBCMS Mortgage Trust	5.21%	9/15/2057	83,427	81,262
	BCPE Empire Topco Inc	7.63%	5/1/2027	54,312	54,801
	BDS	6.67%	3/19/2039	100,125	100,096
	Benchmark 2024-V10	5.28%	9/15/2057	102,999	100,324
	Benchmark 2024-V8	5.51%	7/15/2057	92,000	92,928
	Benchmark 2024-V9	5.60%	8/15/2057	102,999	101,639
	Benchmark Electronics Inc.	2.15%	9/15/2053	139,039	109,114
	Benchmark Mortgage Trust 2023-B38	5.52%	4/15/2056	102,999	101,759
	Benchmark Mortgage Trust Series 22	floating rate	1/15/2055	120,509	97,948
	BFLD	6.20%	7/15/2041	99,746	100,250
	Black Hills Corporation	6.00%	1/15/2035	139,929	142,484
	Blue Razer Midstream LLC	7.25%	7/15/2032	15,137	15,410
	BMO 2024-5C6	5.32%	9/15/2057	83,429	81,231
	BMO 2024-5C7	5.89%	11/15/2057	55,619	54,826
	Brown & Brown Inc	2.38%	3/15/2031	129,588	134,444
	BSPRT	7.58%	9/15/2035	100,875	99,705
	Bunge Limited Finance Corp	5.65%	9/17/2034	89,715	85,015
	Burlington Northern Santa Fe LLC	5.50%	3/15/2055	69,629	68,977
	Campbell Soup Co	5.40%	3/21/2034	69,743	69,668
	CAP SA	3.90%	4/27/2031	145,750	160,400
	Cardinal Health Inc	4.50%	11/15/2044	8,665	8,242
	Cardinal Health Inc	4.60%	3/15/2043	64,281	62,220
	Carvana Auto	4.31%	9/10/2030	249,990	244,797
	Centene Corporation	2.50%	3/1/2031	164,123	140,608
	CF Industries Inc	5.38%	3/15/2044	71,589	69,824
	Cheniere Energy Inc	4.63%	10/15/2028	133,358	137,090
	Cheniere Energy Inc	4.00%	3/1/2031	145,373	144,348
	CHS/Community Health	6.00%	1/15/2029	26,417	22,385
	Citigroup	4.54%	9/10/2058	130,529	112,347
	Citigroup	variable	5/15/2054	115,340	108,474
	Citigroup Commercial Mortgage	3.50%	12/10/2041	129,951	100,876
	Citigroup Inc	5.41%	9/19/2039	74,000	70,570
	Citigroup Inc	3.06%	6/1/2053	164,221	142,633
	CMO Bank 2021-BN33	2.65%	5/15/2064	87,437	85,687
	CMO Bank 2021-BNK38 Series 21	2.58%	12/15/2064	89,077	89,851
	CMO Bank 2022-BNK39 Series 22	3.18%	2/15/2055	123,599	102,218
	CMO BANK Series 24 Class AS	5.64%	10/15/2057	102,997	100,984
	CMO BANK Series 24 Class A3	5.29%	8/15/2057	82,399	81,386
	CMO BBCMS Mortgage Trust 2021-C12	2.69%	11/15/2054	90,537	89,854
	CMO BBCMS Mortgage Trust 2021-C9	2.22%	2/15/2054	90,055	91,068
	CMO Benchmark 2021-B31 Mortgage Trust	2.57%	12/15/2054	85,218	84,927
	CMO Benchmark Mortgage Trust	2.67%	12/15/2072	126,683	124,754
	CMO CFCRE 2016-C4 Mortgage Trust Class C	0.00%	5/10/2058	97,578	96,559
	CMO GS Mortgage SECS SR 2015-GC32 Class B	floating rate	7/10/2048	109,542	98,474
	CMO J P Morgan Chase Commercial Mortgage Trust	3.22%	4/15/2046	51,076	49,552

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	CMO JPMCC Commercial Mortgage Securities Trust	0.00%	8/15/2049	159,375	131,477
	CMO Morgan Stanley Bank of America Merrill Lynch	floating rate	10/15/2026	100,824	84,183
	CMO Morgan Stanley Cap I Trust	4.13%	7/15/2052	166,525	141,259
	CMO UBS COML MTG		10/15/2051	82,749	85,142
	CMO UBS Commercial Mortgage Trust	3.68%	12/15/2052	129,779	107,935
	CMO Wells Fargo Commercial Mortgage Trust 2015-C31	floating rate	11/15/2048	139,508	139,807
	CMO Wells Fargo Commercial Mortgage Trust 2015-LC20	3.72%	4/15/2050	110,253	107,396
	CMO Wells Fargo Commercial Mortgage Trust 2019-C50	4.35%	5/15/2052	129,959	114,888
	Cosan Overseas Ltd	8.25%		100,100	100,000
	Crown Castle International	3.65%	9/1/2027	138,645	127,986
	CSX Corporation	3.80%	11/1/2046	161,087	127,062
	CVS Health Corporation	5.30%	6/1/2033	69,567	67,121
	CVS Health Corporation	5.88%	4/15/2038	104,595	96,329
	Dell INC	6.50%	4/15/2038	72,177	70,350
	Devon Energy Corporation	5.75%	9/15/2054	77,907	70,915
	Digicel Group Holdings	0.00%	12/31/2030	39,532	3,697
	Digicel Group Holdings	0.00%	12/31/2030	38,880	948
	DISH DBS Corporation	5.13%	6/1/2029	3,323	3,202
	Dominion Energy Inc	6.63%	5/15/2055	42,000	42,700
	DR Horton Inc	5.00%	10/15/2034	145,537	142,167
	DTE Energy Co	5.85%	6/1/2034	111,578	112,951
	Duke Energy Corporation	5.00%	8/15/2052	42,034	39,332
	EchoStar Corporation	10.75%	11/30/2029	16,262	16,129
	EcoPetrol SA	5.88%	11/2/2051	98,666	67,084
	Edison International	5.25%	3/15/2032	72,951	72,205
	Energuate Trust	5.88%	5/3/2027	193,500	195,132
	Energy Transfer LP	7.13%	10/1/2054	70,023	71,939
	Energy Transfer LP	5.95%	5/15/2054	70,143	69,606
	EnLink Midstream Exchange ONEOK Inc	0.00%	6/16/2025	70,951	70,000
	EnLink Midstream Exchange ONEOK Inc	0.00%	6/16/2025	140,879	140,529
	Equinix Inc	2.95%	9/15/2051	79,143	76,808
	Equinix Inc	3.90%	4/15/2032	65,289	69,121
	Eversource Energy	5.50%	1/1/2034	70,844	70,454
	Expedia Inc	3.80%	2/15/2028	148,491	145,872
	F&G Annuities & Life Inc	6.25%	10/4/2034	37,757	36,881
	Federal Home Loan Mortgage Corporation	4.95%	8/15/2042	591,333	597,503
	Federal Home Loan Mortgage Corporation	5.00%	6/1/2053	456,885	458,532
	Federal Home Loan Mortgage Corporation	2.00%	11/1/2050	650,136	516,145
	Federal Home Loan Mortgage Corporation	3.00%	3/1/2052	269,939	238,245
	Federal Home Loan Mortgage Corporation	4.50%	9/1/2052	617,306	580,931
	Federal Home Loan Mortgage Corporation	5.00%	5/1/2053	367,565	366,540
	Federal Home Loan Mortgage Corporation	5.50%	8/1/2053	146,139	152,896

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Federal Home Loan Mortgage Corporation Pool #G08622	3.00%	1/1/2045	346,868	298,504
	Federal Home Loan Mortgage Corporation Pool #Q51461	3.50%	10/1/2047	181,188	158,205
	Federal Home Loan Mortgage Corporation Pool #SD2969	2.50%	5/1/2052	639,087	648,626
	Federal Home Loan Mortgage Corporation Pool #SD3721	5.00%	7/1/2053	471,399	469,814
	Federal Home Loan Mortgage Corporation Pool #SD3892	5.50%	9/1/2053	625,019	641,638
	Federal Home Loan Mortgage Corporation Pool #SD4301	6.00%	11/1/2053	457,318	459,646
	Federal Home Loan Mortgage Corporation Pool #SD5964	5.50%	11/1/2053	230,641	229,808
	Federal Home Loan Mortgage Corporation Pool #SD7553	3.00%	3/1/2052	669,860	633,864
	Federal Home Loan Mortgage Corporation Pool #SD7568	5.50%	2/1/2054	598,693	601,210
	Federal Home Loan Mortgage Corporation Series 3790 Class Z	4.00%	1/15/2041	49,943	44,705
	Federal Home Loan Mortgage Corporation Series 4792 Class A	3.00%	5/15/2048	111,599	99,944
	Federal National Mortgage Association	2.00%	5/1/2051	384,655	388,160
	Federal National Mortgage Association	2.46%	4/1/2032	401,515	341,968
	Federal National Mortgage Association	5.50%	6/1/2054	485,248	482,153
	Federal National Mortgage Association CB8986	5.50%	8/1/2054	594,606	583,219
	Federal National Mortgage Association FN BR2217	2.50%	8/1/2051	632,078	611,136
	Federal National Mortgage Association FN C87272	6.00%	10/1/2053	450,247	469,763
	Federal National Mortgage Association FN CB6266	6.00%	5/1/2053	299,191	312,114
	Federal National Mortgage Association Pool #AB3796	3.50%	11/1/2031	132,621	121,607
	Federal National Mortgage Association Pool #AB7776	3.00%	2/1/2043	388,182	341,852
	Federal National Mortgage Association Pool #AB8703	3.00%	3/1/2038	391,905	339,144
	Federal National Mortgage Association Pool #BL5484	2.26%	1/1/2030	1,000,468	888,556
	Federal National Mortgage Association Pool #BM3415	2.50%	2/1/2047	261,855	229,878
	Federal National Mortgage Association Pool #CB8138	5.50%	3/1/2054	318,413	308,850
	Federal National Mortgage Association Pool #FM6061	2.00%	2/1/2051	1,139,032	890,956
	Federal National Mortgage Association Pool #FM8664	3.00%	10/1/2046	502,822	411,726
	Federal National Mortgage Association Pool #FM9934	3.00%	12/1/2048	253,897	209,453
	Federal National Mortgage Association Pool #FS1472	3.50%	11/1/2050	460,076	416,643
	Federal National Mortgage Association Pool #FS5420	2.50%	3/1/2052	531,180	514,445
	Federal National Mortgage Association Pool #FS5875	2.50%	4/1/2052	267,338	257,016

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Federal National Mortgage Association Pool #FS6309	6.00%	12/1/2053	362,114	364,418
	Federal National Mortgage Association Pool #FS8659	5.50%	7/1/2054	410,493	402,125
	Federal National Mortgage Association Pool #FS8999	6.00%	8/1/2054	303,141	298,917
	Federal National Mortgage Association Pool #MA3414	3.50%	7/1/2048	124,494	112,524
	Federal National Mortgage Association Pool #MA4709	5.00%	7/1/2052	288,461	274,712
	Federal National Mortgage Association Pool #SD5219	6.00%	4/1/2054	465,395	470,293
	Federal National Mortgage Association REMIC TR 2021-48 Class NS	variable	8/25/2051	57,437	7,286
	Federal National Mortgage Association Series 24-100	floating rate	6/25/2054	400,000	401,984
	Fertitta Entertainment Inc	6.75%	1/15/2030	25,000	23,063
	Fiserv Inc	5.45%	3/15/2034	140,035	140,182
	Ford Motor Company	3.25%	2/12/2032	75,943	70,700
	Freeport-McMoRan Inc	4.38%	8/1/2028	50,312	48,633
	Genesee & Wyoming Inc	6.25%	4/15/2032	40,000	40,241
	Genuine Parts Co	4.95%	8/15/2029	148,990	145,334
	Global Aircraft Leasing	8.75%	9/1/2027	70,300	71,392
	Global Bank Corporation	5.25%	4/16/2029	180,250	188,215
	GNL Qintero SA	4.63%	7/31/2029	115,032	115,826
	Goldman Sachs Group Inc	5.15%	9/10/2027	234,245	235,592
	Griffon Corporation	5.75%	3/1/2028	25,300	24,514
	Gulfport Energy Corporation	6.75%	9/1/2029	35,131	35,244
	HCA Inc	5.25%	6/15/2049	140,418	134,409
	Host Hotels & Resorts Inc	3.50%	9/15/2030	128,696	140,382
	Host Hotels & Resorts Inc	5.70%	7/1/2034	137,477	139,807
	HP Enterprise Co	5.00%	10/15/2034	168,432	163,509
	HTL Commercial Mortgage Trust	6.07%	5/10/2039	99,999	100,512
	HUB International Ltd	7.25%	6/15/2030	15,075	15,371
	Huntington Bancshares Inc	5.27%	1/15/2031	42,000	42,059
	Hyatt Hotels Corporation	5.25%	6/30/2029	127,354	128,113
	I/O CMO CD 2017-CD 2017-CD6 Mortgage Trust	0.00%	11/13/2050	132,615	45,979
	I/O CMO Citigroup Commercial Mortgage Trust 2016-P4	variable	7/10/2049	66,788	13,531
	I/O CMO Commercial 2016-DC2 Mortgage Trust	0.00%	2/10/2049	56,146	4,799
	I/O CMO Csail 2017-C8 Commercial Mortgage Trust	0.00%	6/15/2050	104,924	28,187
	I/O CMO GS Mortgage Securities Trust 2015-GS1	0.00%	11/10/2048	103,287	9,256
	I/O CMO JPMCC Commercial Mortgage Securities Trust 2015-JP1	0.00%	1/15/2049	60,122	6,005
	I/O CMO Morgan Stanley Cap I Series 2015-UBS8	0.00%	12/15/2048	95,876	9,964
	I/O CMO Morgan Stanley Cap I Series 2016-UBS11	0.00%	8/15/2049	63,329	11,850

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	I/O CMO SG Commercial Mortgage Securities Trust 2016-CS	variable	10/10/2048	192,569	35,293
	I/O CMO Wells Fargo Commercial Mortgage Trust 2015-P2	0.00%	12/15/2048	59,240	6,356
	I/O Csaill Commercial Mortgage Trust Series 2015-C1 CL X-A	floating rate	4/15/2050	99,033	5
	I/O Wells Fargo Commercial Mortgage Trust Series 2015-C28	0.00%	5/15/2048	105,831	42
	InRetail Consumer	3.25%	3/22/2028	187,000	183,535
	InRetail Consumer	5.75%	4/3/2028	49,875	49,478
	IQVIA Inc	6.25%	2/1/2029	89,872	93,054
	JetBlue Airways/Loyalty	9.88%	9/20/2031	19,872	21,248
	JPMorgan Chase & Co	4.85%	7/25/2028	64,000	63,995
	Keurig Dr Pepper Inc	5.20%	3/15/2031	137,103	141,403
	Keysight Technologies Inc	4.95%	10/15/2034	73,902	72,193
	Kinder Morgan Inc.	6.95%	1/15/2038	153,100	135,559
	KREF	floating rate	2/15/2039	96,968	98,082
	Kyndryl Holdings Inc	4.10%	10/15/2041	76,182	74,524
	Laboratory Corporation of America	4.55%	4/1/2032	149,412	143,598
	Lifepoint Health Inc	4.38%	2/15/2027	26,809	28,742
	Lima Metro Line 2 Finance II Ltd	4.35%	7/18/2036	149,954	150,183
	Live Nation Entertainment	6.50%	5/15/2027	14,568	15,165
	Lowe's Companies Inc	5.63%	4/15/2053	39,857	38,499
	LSTAR Commercial Mortgage	84.63%	3/10/2050	73,100	23,679
	M&T Bank Corporation	6.08%	3/13/2032	72,020	70,782
	Madison IAQ LLC	5.88%	6/30/2029	13,575	14,163
	Markel Group Inc	6.00%	5/16/2054	24,910	24,833
	Marriott International	5.30%	5/15/2034	138,177	138,957
	Marvell Technology Inc	5.95%	9/15/2033	134,612	140,250
	MasTec Inc	5.90%	6/15/2029	47,978	48,859
	Mattamy Group Corporation	4.63%	3/1/2030	20,015	18,607
	McDonald's Corporation	5.45%	8/14/2053	66,669	62,368
	MEGlobal BV	4.25%	3/11/2026	194,750	195,714
	Meta Platforms Inc	5.40%	8/15/2054	145,417	141,479
	Metis Merger Sub	6.50%	5/15/2029	29,837	28,622
	MF1	6.56%	3/19/2039	100,406	100,432
	Morgan Stanley Bank of America Merrill Lynch	4.11%	5/15/2050	158,355	136,194
	Morgan Stanley Cap I Trust	1.04 %	10/15/2031	163,329	106,627
	Mosaic Solar Loans LLC	4.45 %	6/20/2042	57,386	55,831
	MPLX LP	5.50 %	6/1/2034	70,132	70,044
	Nabors Industries Inc	9.13 %	1/31/2023	10,374	10,170
	Netflix Inc	5.40 %	8/15/2054	99,790	97,782
	Network i2i Ltd	3.98 %	12/31/2049	191,100	194,563
	Neuberger Berman Group LLC	7.73 %	4/14/2035	500,000	502,730
	NextEra Energy Capital Holdings Inc	6.75 %	6/15/2054	33,107	33,808
	NGL Energy Operating LLC	8.13 %	2/15/2029	25,000	25,329
	NiSource Inc	5.35 %	4/1/2034	139,914	138,877

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	Northrop Grumman Corporation	5.20 %	6/1/2054	139,324	130,224
	Occidental Petroleum Corporation	5.38 %	1/1/2032	31,985	31,361
	Octagon Investment Partners XIV Ltd	0.00%	7/15/2029	500,000	502,721
	Omega Healthcare Investors Inc	4.75%	1/15/2028	73,307	72,993
	OneMain Finance Corporation	7.50%	5/15/2031	40,000	41,053
	ONEOK Inc	6.63%	9/1/2053	64,480	68,420
	Oracle Corporation	6.25%	11/9/2032	53,985	53,020
	Oracle Corporation	3.80%	11/15/2037	32,666	33,425
	O'Reilly Automotive Inc	5.00%	8/19/2034	72,840	70,867
	Owens Corning	5.70%	6/15/2034	65,753	67,022
	Pacifica Gas & Electric Company	6.95%	3/15/2034	138,679	140,244
	Periman Resources Operating LLC	7.00%	1/15/2032	14,925	15,227
	Petroleos Mexicanos	6.75%	9/21/2047	87,250	68,747
	Philip Morris International Inc	5.25%	2/13/2034	68,467	69,212
	Pvptl CCO Holdings LLC / CCO Holdings Capital Corporation	5.13%	5/1/2027	14,193	14,739
	Pvptl Dornoch Debt Merger Sub Inc	6.63%	10/15/2029	12,150	12,147
	Pvptl 6297782 LLC	4.91%	9/1/2027	27,000	26,907
	Pvptl Advanced Drainage Systems Inc	6.38%	6/15/2030	38,523	40,002
	Pvptl Alliant Holdings	6.50%	10/1/2031	20,000	19,805
	Pvptl Allied Universal Holdco LLC	9.75%	7/15/2027	21,595	20,136
	Pvptl Allied Universal Holdco LLC/Allied Universal Finance Corp	7.88%	2/15/2031	44,956	45,994
	Pvptl Amentum Escrow Corporation	7.25%	8/1/2032	20,000	20,151
	Pvptl American Airlines Inc	8.50%	5/15/2029	30,000	31,498
	Pvptl Amwins Group Inc.	4.88%	6/30/2029	19,988	18,782
	Pvptl Anywhere Real Estate Group	7.00%	4/1/2030	17,512	17,743
	Pvptl APH/APH2/APH3/AQUARIAN	7.88%	11/1/2029	10,000	10,135
	Pvptl Apollo Debt Solutions BDC	6.70%	7/29/2031	35,471	35,941
	Pvptl Archrock Partners LP	6.63%	9/1/2032	35,000	34,954
	Pvptl Ares Strategic Income Fund	5.70%	3/15/2028	24,839	24,995
	Pvptl Avant Loans Funding Trust	5.92%	10/15/2033	249,984	252,431
	Pvptl Aviation Cap Group LLC	5.38%	7/15/2029	102,223	103,052
	Pvptl Avient Corporation	7.20%	11/30/2031	5,000	4,931
	Pvptl Azorra Finance Ltd	7.75%	4/15/2030	15,000	14,911
	Pvptl Bausch + Lomb Corporation	8.38%	10/1/2028	40,000	41,400
	Pvptl Bausch Health Companies Inc	5.25%	1/30/2030	5,500	5,450
	Pvptl Bausch Health Companies Inc 14%	14.00%	10/15/2030	1,299	927
	Pvptl Bausch Health Companies Inc 6.125%	6.13%	2/10/2027	15,060	13,613
	Pvptl BC Ltd	9.00%	1/30/2028	11,492	2,998
	Pvptl Blackbird Capital Aircraft Lease	3.45%	7/15/2046	351,622	318,939
	Pvptl Blackstone Private Credit Fund	6.00%	11/22/2034	83,043	83,040
	Pvptl Bombardier Inc	7.00%	6/1/2032	5,000	5,085
	Pvptl Bombardier Inc	8.75%	11/15/2030	30,000	32,248
	Pvptl Brand Industrial Services Inc	10.38%	8/1/2030	21,175	20,356
	Pvptl Broadcom Inc	3.50%	2/15/2041	159,426	135,158
	Pvptl Buckeye Partners P	6.88%	7/1/2029	40,000	40,481

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	Pvtpl Builders Firstsource Inc	6.38%	3/1/2034	45,000	44,412
	Pvtpl Caesars Entertainment Inc	6.00%	10/15/2032	45,000	43,388
	Pvtpl Canyon Cap CLO	0.00%	4/15/2034	500,000	502,748
	Pvtpl Carvana Company	9.00%	12/1/2028	13,438	13,765
	Pvtpl Carvana Company	9.00%	6/1/2031	5,460	5,490
	Pvtpl CCO Holdings LLC	4.75%	3/1/2030	35,393	31,961
	Pvtpl CCO Holdings LLC	4.75%	2/1/2032	25,000	21,942
	Pvtpl Central Parent LLC/CDK Global II LLC	8.00%	6/15/2029	20,000	20,300
	Pvtpl Civitas Resources Inc	8.38%	7/1/2028	15,000	15,579
	Pvtpl Clear Channel Outdoor Holdings Inc.	7.50%	6/1/2029	15,065	13,124
	Pvtpl Clydesdale Acquisition	6.88%	1/15/2030	35,000	35,237
	Pvtpl CMO CSMC 2021-B33	variable	10/10/2043	102,797	83,903
	Pvtpl CMO Del Amo Fashion Center Trust	floating rate	6/7/2035	93,046	94,006
	Pvtpl CMO Dryden 40 Senior Loan Fund	0.00%	8/15/2031	500,000	503,438
	Pvtpl CMO NJ Trust	0.00%	1/6/2029	101,231	103,487
	Pvtpl CMO PFP	floating rate	9/17/2039	99,304	99,354
	Pvtpl CMO Switch ABS Issuer LLC	5.44%	5/25/2054	240,600	249,347
	Pvtpl CNX Resources Corporation	6.00%	1/15/2029	20,935	19,613
	Pvtpl COLOGIX DATA CTRS US ISSUER	3.30%	12/26/2051	228,984	237,280
	Pvtpl Columbia Central CLO 27 Ltd	0.00%	1/25/2035	498,750	502,971
	Pvtpl Commonbond Student Loan Trust	2.82%	10/25/2051	271,131	234,699
	Pvtpl Consolidated Communications Inc	5.00%	10/1/2028	20,812	23,261
	Pvtpl Cornerstone Building	9.50%	8/15/2029	29,987	29,087
	Pvtpl DCLI BidCo LLC	7.75%	11/15/2029	15,081	15,338
	Pvtpl Dealer Tire LLC	8.00%	2/1/2028	20,406	19,640
	Pvtpl Diamond Infrastructure Funding LLC	0.00%	4/15/2049	500,000	466,738
	Pvtpl Digicel Group Holdings	0.00%	12/31/2040	5,597	238
	Pvtpl Digicel Group Holdings	0.00%	12/31/2040	34,592	—
	Pvtpl DirectTV Holdings	5.87%	8/15/2027	38,609	38,972
	Pvtpl DISH DBS Corporation	5.75%	12/1/2028	24,989	21,375
	Pvtpl Dividend Solar LNS	4.29%	7/20/2038	232,731	190,360
	Pvtpl DT Midstream Inc	4.13%	6/15/2029	35,815	35,488
	Pvtpl Ellucian Holdings Inc	6.50%	12/1/2029	35,125	35,015
	Pvtpl Emerald Debt Merger	6.63%	12/15/2030	30,250	30,040
	Pvtpl Emrld Borrower Lp / Emerald Co-Issuer Inc	6.75%	7/15/2031	20,000	20,137
	Pvtpl Expand Energy Corporation	6.75%	4/15/2029	43,645	43,444
	Pvtpl Fortress Transn & Infrastructure Invs LI	5.88%	4/15/2033	49,825	48,251
	Pvtpl Frontier Communications Corp	6.75%	5/1/2029	13,725	15,075
	Pvtpl Full House Resorts Inc	8.25%	2/15/2028	14,100	14,879
	Pvtpl Garda World Security Corporation	6.00%	6/1/2029	40,000	37,920
	Pvtpl GGAM Finance Ltd	6.88%	4/15/2029	35,031	35,453
	Pvtpl Glencore Funding LLC	1.63%	4/27/2026	89,143	86,301
	Pvtpl Glencore Funding LLC	5.37%	4/4/2029	140,000	141,153
	Pvtpl Goat Holdco Llc	6.75%	2/1/2032	20,000	19,805
	Pvtpl Gray Media Inc	10.50%	7/15/2029	14,987	14,999
	Pvtpl Harvest Midstream I L P	7.50%	5/15/2032	35,000	35,638

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	Pvtpl Hess Midstream Lp	5.50%	10/15/2030	73,472	72,518
	Pvtpl Hilcorp Energy I LP/Hilcorp	7.25%	2/15/2035	19,990	18,803
	Pvtpl Hudson Automotive Group	8.00%	5/15/2032	15,212	15,565
	Pvtpl Husky Injection Molding Systems	9.00%	2/15/2029	50,631	52,200
	Pvtpl Hyundai Cap Amer	5.30%	1/8/2029	139,811	140,260
	Pvtpl Illuminate Buyer Llc/Illuminate Hldgs	9.00%	7/1/2028	35,087	35,439
	Pvtpl Iron Mountain Inc	6.25%	1/15/2033	5,000	4,980
	Pvtpl Iron Mountain Inc.	7.00%	2/15/2029	35,000	35,762
	Pvtpl Kinetik Holdings Lp	5.88%	6/15/2030	72,180	70,870
	Pvtpl Kodiak Gas Svcs Llc	7.25%	2/15/2029	35,168	35,705
	Pvtpl Kronos Acquisition Holdings Inc	8.25%	6/30/2031	15,000	14,288
	Pvtpl Level 3 Financing Inc	10.50%	5/15/2030	19,870	16,335
	Pvtpl Life Time Inc	6.00%	11/15/2031	45,000	44,550
	Pvtpl Lifepoint Health Inc	10.00%	6/1/2032	45,000	45,757
	Pvtpl Lightning Pwr Llc	7.25%	8/15/2032	20,000	20,563
	Pvtpl Macquarie AirFinance Holdings Ltd	5.15%	3/17/2030	73,985	72,268
	Pvtpl Macquarie AirFinance Holdings Ltd	6.50%	3/26/2031	9,975	10,326
	Pvtpl Macys Retail Hldgs Llc	5.88%	4/1/2029	10,659	10,738
	Pvtpl Magic Mergeco Inc	7.88%	5/1/2029	7,462	6,066
	Pvtpl Magic Mergerco Inc.	5.25%	5/1/2028	9,409	7,550
	Pvtpl Matador Resources Company	6.50%	4/15/2032	30,056	29,660
	Pvtpl Mav Acquisition Corporation	5.75%	8/1/2028	18,800	19,527
	Pvtpl Mcgraw-Hill Education	7.38%	9/1/2031	5,000	5,117
	Pvtpl MFI SR 24-FL14 CL A FLTG	floating rate	3/19/2039	99,750	100,122
	Pvtpl Minerva Merger Sub Inc	6.50%	2/15/2030	20,000	19,007
	Pvtpl Miter Brand/Miwd Borr	6.75%	4/1/2032	34,737	35,171
	Pvtpl Mozart Debt Merger Sub Inc.	5.25%	10/1/2029	30,250	28,952
	Pvtpl Nationstar Mortgage Holdings	5.75%	11/15/2031	35,000	33,459
	Pvtpl NRG Energy Inc	6.00%	2/1/2033	20,056	19,391
	Pvtpl Octagon Investment Partners 34 Ltd	floating rate	1/20/2030	500,000	501,511
	Pvtpl Octagon Investment Partners Series 13-1A	floating rate	7/17/2030	500,000	501,251
	Pvtpl Owens & Minor Inc	6.63%	4/1/2030	20,075	18,753
	Pvtpl Pactive Evergreen Group	4.38%	10/15/2028	17,530	19,981
	Pvtpl Pagaya AI Debt Trust	6.66%	7/15/2031	110,426	111,758
	Pvtpl Panther Escrow Issuer Llc/Panther Co	7.13%	6/1/2031	30,150	30,300
	Pvtpl Park Intermediate Holdings LLC	7.00%	2/1/2030	50,112	50,730
	Pvtpl Pennymac Financial Services Inc.	7.88%	12/15/2029	19,881	20,954
	Pvtpl Penske Truck Leasing Company	4.20%	4/1/2027	146,358	137,639
	Pvtpl Performance Food Group Co	6.13%	9/15/2032	30,150	29,999
	Pvtpl Permian Res Oper Llc	6.25%	2/1/2033	71,621	70,081
	Pvtpl Pike Corporation	8.63%	1/31/2031	15,100	15,823
	Pvtpl Post Hldgs Inc	6.38%	3/1/2033	30,000	29,366
	Pvtpl Primrose Funding LLC	4.48%	7/30/2049	481,250	472,676
	Pvtpl Qorvo Inc	3.38%	4/1/2031	48,345	48,749
	Pvtpl Radiology Partners	4.28%	1/31/2029	25,447	25,119
	Pvtpl Royal Caribbean Cruises Ltd 5.375%	5.38%	7/15/2027	138,990	140,121

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	Pvtpl Royal Caribbean Cruises Ltd 6.25%	6.25%	3/15/2032	20,093	20,240
	Pvtpl Sabre Global Inc	10.75%	11/15/2029	3,889	4,127
	Pvtpl Scientific Games Holdings LP	6.63%	3/1/2030	19,910	19,139
	Pvtpl Scientific Games international Inc	7.25%	11/15/2029	32,275	30,600
	Pvtpl Sealed Air Corporation	7.25%	2/15/2031	25,500	25,770
	Pvtpl Sirius XM Radio Inc	5.50%	7/1/2029	13,071	14,382
	Pvtpl Sitio Royalties Operating Partnership LP	7.88%	11/1/2028	15,000	15,418
	Pvtpl Six Flag Ent Co Six Flag Thm Pks Inc Cda Wonderld Co Mgm Mgt	6.63%	5/1/2032	45,000	45,608
	Pvtpl Sm Energy Co	7.00%	8/1/2032	30,018	29,579
	Pvtpl Sotera Health Hldgs LLC	7.38%	6/1/2031	20,000	20,262
	Pvtpl South Bow Canadian Infrastructure Holdings	7.50%	3/1/2055	42,656	42,395
	Pvtpl Sprite 2021-1 Ltd	3.75%	11/15/2046	293,167	282,402
	Pvtpl Standard Industries Inc	6.50%	7/30/2032	80,704	80,128
	Pvtpl Staples Inc	10.75%	9/1/2029	14,605	14,757
	Pvtpl Starwood Commercial Mortgage Trust	floating rate	4/18/2038	63,355	64,742
	Pvtpl Tallgrass Energy Partners LP	7.38%	2/15/2029	15,037	15,047
	Pvtpl Townsquare Media Inc	6.88%	2/1/2026	14,100	14,898
	Pvtpl Transocean Poseidon Ltd	6.88%	2/1/2027	26,812	26,955
	Pvtpl Trident TPI Holdings	12.75%	12/31/2028	51,147	55,153
	Pvtpl TRTX 2021-FL4	0.00%	3/15/2038	49,037	50,274
	Pvtpl UKG INC	6.88%	2/1/2031	15,125	15,218
	Pvtpl United National Foods Inc.	6.75%	10/15/2028	76,200	73,887
	Pvtpl US Foods Inc	5.75%	4/15/2033	50,131	48,576
	Pvtpl Venture Global LNG Inc 8.125%	8.13%	6/1/2028	15,000	15,604
	Pvtpl Venture Global LNG Inc 8.375%	8.38%	6/1/2031	15,000	15,644
	Pvtpl Venture Global LNG Inc 9.875%	9.88%	2/1/2032	14,882	16,459
	Pvtpl Verde Purchaser LLC	10.50%	11/30/2030	16,025	16,155
	Pvtpl Vici Pptys L P/Vici Nt	4.63%	12/1/2029	139,283	143,675
	Pvtpl Victra Hldgs Llc / Victra Fin Corp	8.75%	9/15/2029	25,400	26,139
	Pvtpl Videotron Ltd	5.70%	1/18/2035	72,956	71,648
	Pvtpl Viking Cruises Ltd	9.13%	7/15/2031	60,000	64,516
	Pvtpl Vistra Operations Co LLC	6.88%	4/15/2032	20,000	20,478
	Pvtpl Vistra Operations Company LLC	7.75%	10/15/2031	20,000	20,981
	Pvtpl Vital Energy Inc	7.88%	4/15/2032	15,150	14,433
	Pvtpl VT Topco Inc	8.50%	8/15/2030	20,000	21,184
	Pvtpl Wand Newco 3 Inc	7.63%	1/30/2032	20,300	20,542
	Pvtpl Washington Multifamily Acquisition Inc.	5.75%	4/15/2026	20,312	19,845
	Pvtpl Wayfair LLC	7.25%	10/31/2029	15,212	14,993
	Pvtpl Windstream Svcs LLC/Escrow Fin	8.25%	10/1/2031	10,062	10,328
	Pvtpl WR Grace Holdings LLC	5.63%	8/15/2029	30,337	27,590
	Pvtpl XPO Inc	7.13%	6/1/2031	29,875	30,764
	Quanta Services Inc.	2.35%	1/15/2032	165,787	140,608
	Quest Diagnostics Inc	5.00%	12/15/2034	148,674	142,016
	Regal Rexnord Corporation	6.05%	4/15/2028	143,342	141,384
	Royalty Pharma plc	5.15%	9/2/2029	69,130	69,815

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	Sabre Global Inc	8.63%	6/1/2027	10,695	10,849
	San Diego Gas & Electric Company	5.55%	4/15/2054	143,526	140,751
	Sapphire Aviation	4.25%	3/15/2025	51,127	49,736
	Sonoco Products Company	4.60%	9/1/2029	73,652	72,049
	Sun Communities Operating Ltd Partnership	2.70%	7/15/2031	70,086	71,475
	Sunnova SOL III	2.58%	4/28/2056	199,630	156,744
	Targo Resources Corporation	5.50%	2/15/2035	30,982	30,507
	Tenet Healthcare Corporation	6.13%	6/15/2030	38,807	39,685
	T-Mobile USA Inc	5.50%	1/15/2055	70,348	65,947
	T-Mobile USA Inc	5.25%	6/15/2055	43,876	41,842
	Transocean Ltd	8.00%	2/1/2027	12,220	12,977
	Triton Container International Ltd	3.25%	3/15/2032	157,380	135,464
	Truist Financial Corporation	5.15%	8/5/2032	143,000	141,248
	Uber Technologies Inc	4.80%	9/15/2034	144,895	138,775
	UBS Commercial Mortgage Trust	3.72%	2/15/2051	73,285	77,229
	UnitedHealth Group Inc 4.95%	4.95%	5/15/2062	54,461	47,477
	UnitedHealth Group Inc 5.05%	5.05%	4/15/2053	104,290	94,703
	Universal Health Services	4.63%	10/15/2029	148,935	143,703
	Univision	7.38%	6/30/2030	14,512	14,348
	Vale Overseas Ltd	6.40%	6/28/2054	54,579	54,079
	VERISK ANALYTICS INC	5.25%	6/2/2034	69,841	70,191
	VIRGINIA ELEC & PWR CO	5.55%	8/15/2054	51,773	50,342
	WATCO COS L L C / WATCO FIN CORP	7.13%	8/1/2032	35,000	36,076
	Weatherford international Ltd	8.63%	4/30/2030	10,075	10,323
	Wells Fargo & Co 4.808%	4.81%	7/25/2028	55,000	54,802
	Wells Fargo & Company	5.57%	7/25/2029	160,000	162,469
	Wells Fargo & Company	6.85%	12/31/2049	72,532	72,251
	Wells Fargo Commercial	1.81%	7/15/2053	83,304	85,588
	Westpac Banking Corporation	5.62%	11/20/2035	73,000	71,764
	Williams Companies Inc	5.15%	3/15/2034	84,978	82,647
	Willis North America Inc	4.50%	9/15/2028	50,406	49,087
	Workday Inc	3.80%	4/1/2032	72,334	71,023
	Zimmer Biomet Holdings Inc	5.20%	9/15/2034	147,154	142,325
				<u>\$ 54,059,800</u>	<u>\$ 50,760,460</u>

U.S. Government Securities

	Government National Mortgage Association	3.50%	6/20/2051	\$ 28,746	\$ 46,862
	Government National Mortgage Association Pool #785713	2.50%	10/20/2051	693,524	555,505
	Government National Mortgage Association Pool #785717	3.00%	11/20/2051	533,856	519,334
	Government National Mortgage Association Pool #785764	2.50%	11/20/2051	98,617	78,787
	Government National Mortgage Association Pool #786227	3.00%	4/20/2052	441,171	422,517
	Government National Mortgage Association Pool #786718	3.50%	7/20/2051	676,824	650,573
	U.S. Treasury Bond	4.25%	8/15/2054	1,218,207	1,189,297

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	U.S. Treasury Bond	3.88%	8/15/2034	1,525,371	1,418,672
	U.S. Treasury Bond	0.88%	11/15/2030	2,780,178	2,822,396
	U.S. Treasury Bond	0.63%	5/15/2030	961,426	984,516
	U.S. Treasury Bond	1.75%	8/15/2041	962,291	940,064
	U.S. Treasury Bond	1.38%	8/15/2050	3,311,289	3,248,889
	U.S. Treasury Bond	1.13%	8/15/2040	822,788	805,939
	U.S. Treasury Bond	1.88%	2/15/2041	1,869,764	1,810,898
	U.S. Treasury Bond	1.88%	2/15/2041	2,371,928	2,312,004
	U.S. Treasury Bond	1.25%	5/15/2050	386,531	380,000
	U.S. Treasury Bond	0.63%	8/15/2030	4,443,988	4,506,557
	U.S. Treasury Note	0.75%	3/31/2026	1,075,017	1,111,063
				<u>\$ 24,201,516</u>	<u>\$ 23,803,873</u>

Equities

Preferred Stock

DR. ING. H.C. F. NON-VTG PRF NPV	8,941	shares	591,084	540,876
			<u>\$ 591,084</u>	<u>\$ 540,876</u>

Common Stock

Aaon Inc	10,411	shares	215,244	1,225,166
ABM Industries Inc	17,277	shares	578,713	884,237
Acadian Asset Management Inc	25,322	shares	540,834	666,981
Adient Plc Ltd	17,481	shares	731,912	301,198
ADK Partnerships	47	shares	47	23,948
ADR Banco Bradesco S A Sponsored	228,470	shares	621,957	436,378
ADR WNS Holdings Ltd	13,426	shares	765,167	636,258
Adtran Holdings Inc	98,990	shares	820,777	824,587
Agilysys Inc	4,436	shares	305,706	584,266
Air Lease Corporation	16,873	shares	747,186	813,447
Air Liquide	3,805	shares	561,239	618,277
Akzo Nobel Nv Eur0.50(Post Rev Split)	64,052	shares	4,535,817	3,844,246
Alarm.com Holdings Inc	8,141	shares	344,936	494,973
Albany International Corporation	8,054	shares	461,015	644,078
Allianz SE	3,599	shares	821,230	1,102,750
Alstom	289,337	shares	6,408,885	6,459,559
Amadeus IT Group SA	6,215	shares	368,222	438,910
Ameris Bancorp	16,657	shares	742,551	1,042,228
Anheuser-Busch Inbev	53,374	shares	2,916,470	2,666,719
ANI Pharmaceuticals Inc	10,328	shares	510,066	570,932
ArcelorMittal SA	94,976	shares	2,186,236	2,205,938
Armstrong World Industries Inc	5,127	shares	408,803	724,599
AstraZeneca Plc	33,324	shares	4,277,178	4,368,818
Atlantic Union Bankshares Corporation	20,374	shares	591,377	771,767
Avanos Medical Inc	30,014	shares	647,699	477,823
Avnet Inc	15,465	shares	726,929	809,129
AXA SA	50,399	shares	1,263,661	1,791,098
Axos Financial Inc	4,608	shares	131,967	321,869

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Azenta Inc	3,228	shares	225,577	161,400
	Balchem Corporation	5,086	shares	385,892	828,993
	Banc of California Inc	54,299	shares	934,286	839,463
	Barclays Plc	1,794,508	shares	3,444,808	6,026,516
	Barnes Group Inc	1,733	shares	53,711	81,902
	Barrick Gold Corp	48,200	shares	939,958	747,030
	Belden Inc	6,003	shares	355,761	675,998
	Berkeley Group	22,037	shares	1,050,187	1,076,366
	Biolife Solutions Inc	5,569	shares	220,541	144,571
	Bio-Techne Corporation	6,426	shares	151,809	462,865
	Blackbaud Inc	7,672	shares	491,072	567,114
	Blackline Inc	5,383	shares	240,938	327,071
	Bloomin Brands Inc	35,279	shares	672,128	430,757
	BNP Paribas	28,899	shares	1,663,823	1,772,154
	BP Plc	712,838	shares	4,039,540	3,508,540
	Brady Corporation	9,930	shares	511,710	733,331
	Bright Horizons Family Solutions Inc	3,733	shares	195,628	413,803
	British American Tobacco Plc	49,488	shares	1,883,233	1,784,989
	Canadian Pacific Kansas City Ltd	60,277	shares	4,666,357	4,362,140
	Caretrust REIT Inc	33,249	shares	633,146	899,385
	Carrefour SA	81,380	shares	1,522,018	1,157,013
	Carter Inc	11,279	shares	863,741	611,209
	Casella Waste Systems Inc	6,776	shares	549,960	716,969
	CBIZ Inc	2,827	shares	215,296	231,333
	Central Garden & Pet Company	16,609	shares	412,959	548,927
	Certara Inc	35,281	shares	646,396	375,743
	Check Point Software Technologies	6,807	shares	1,188,859	1,270,867
	Cognyte Software Ltd	105	shares	1,742	908
	Cognyte Software Ltd	58,167	shares	939,589	503,145
	Columbia Banking System Inc	37,455	shares	728,187	1,011,660
	Commercial Metals Company	14,432	shares	632,920	715,827
	Compagnie de Saint-Gobain	32,805	shares	2,696,761	2,911,193
	Compass Diversified Holdings	39,526	shares	735,683	912,260
	Compass Group	23,279	shares	463,072	776,096
	Conduent Inc	134,602	shares	976,511	543,792
	Construction Partners Inc	16,318	shares	523,262	1,443,490
	Cracker Barrel Old Country Store	6,471	shares	846,781	342,057
	CSG Systems International Inc	14,582	shares	638,921	745,286
	Danone SA	22,490	shares	1,483,501	1,516,540
	Deluxe Corporation	27,161	shares	896,975	613,567
	Descartes Systems Group Inc	9,121	shares	302,562	1,036,146
	Deutsche Telekom AG	79,171	shares	1,481,065	2,368,448
	Diageo Plc	104,511	shares	4,222,850	3,321,323
	Digi International Inc	10,794	shares	318,079	326,303
	DigitalBridge Group Inc	63,738	shares	818,413	718,965
	Diodes Inc	10,079	shares	773,757	621,572

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Donaldson Inc	4,580	shares	178,447	308,463
	Dorman Products Inc	2,838	shares	174,649	367,663
	Doubleverify Holdings Inc	17,290	shares	563,078	332,141
	Eastern Bankshares Inc	52,855	shares	999,681	911,749
	Ecovyst Inc	76,900	shares	818,632	587,516
	Edgewell Personal Care Company	18,727	shares	663,661	629,227
	El Pollo Loco Holdings Inc	29,828	shares	376,761	344,215
	Electrolux AB	75,813	shares	617,394	630,560
	Elme Communities	40,881	shares	777,212	624,253
	Empire State Realty Trust Inc	78,923	shares	1,015,189	814,485
	Enel Spa Eur1	488,478	shares	3,713,841	3,483,070
	Enterprise Financial Services Corporation	14,734	shares	629,279	830,998
	Eplus Inc	5,758	shares	194,092	425,401
	Esco Technologies Inc	5,496	shares	657,004	732,122
	Esco Technologies Inc	5,516	shares	495,972	734,786
	ExlService Holdings Inc	28,493	shares	369,106	1,264,519
	Exponent Inc	9,629	shares	315,609	857,944
	Expro Group Holdings NV	59,638	shares	1,204,242	743,686
	Extreme Networks Inc	45,635	shares	575,359	763,930
	Fanuc Corporation	127,400	shares	4,163,979	3,384,417
	First Bancorp N C	16,957	shares	528,763	745,599
	First Merchants Corporation	17,416	shares	692,983	694,724
	FirstService Corporation	1,571	shares	232,523	284,382
	Fortive Corporation	20	shares	116	1,500
	Four Corners Property Trust Inc	29,499	shares	773,575	800,603
	Fox Factory Holdings Corporation	3,604	shares	142,398	109,093
	Fujitsu	137,100	shares	2,176,830	2,442,170
	Globus Medical Inc	11,489	shares	504,595	950,255
	GOLDEN ENTMT INC COM	19,932	shares	685,959	629,851
	Graftech International Ltd	95,050	shares	725,812	164,437
	Granite Construction Inc	7,212	shares	294,392	632,565
	Greif Inc	11,357	shares	578,014	694,140
	Grocery Outlet Holdings Corporation	10,805	shares	302,768	168,666
	GSK Plc	189,591	shares	3,593,226	3,197,180
	Gulfport Energy Corporation	5,414	shares	731,096	997,259
	Haemonetics Corporation	9,409	shares	710,212	734,655
	Hamilton Lane Inc	1,702	shares	194,243	251,981
	Hancock Whitney Corporation	12,623	shares	628,661	690,731
	HealthEquity Inc	6,148	shares	342,959	589,901
	Heidelberg Materials AG	4,890	shares	611,663	604,087
	Heineken NV	24,389	shares	2,105,925	1,735,005
	Helen of Troy Ltd	9,379	shares	869,543	561,146
	Hillenbrand Inc	16,604	shares	725,350	511,071
	Hub Group Inc	17,621	shares	394,642	785,192
	Huron Consulting Group Inc	5,473	shares	557,608	680,075
	I3 Verticals Inc	11,765	shares	298,376	271,066

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Infineon Technologies AG	92,494	shares	3,310,153	3,007,415
	ING Groep NV	114,271	shares	1,354,138	1,790,297
	Innovex International Inc	28,795	shares	926,209	402,266
	J & J Snack Foods Corporation	3,242	shares	361,267	502,931
	Janus International Group Inc	56,277	shares	745,585	413,636
	Julius Baer Gruppe	21,408	shares	1,183,222	1,385,703
	Kering	23,804	shares	8,412,977	5,872,634
	Kinder Morgan Inc	2	shares	—	55
	Kingfisher Plc	416,506	shares	1,166,425	1,297,299
	Kinsale Capital Group Inc	2,535	shares	141,354	1,179,105
	Kite Realty Group Trust	35,904	shares	718,867	906,217
	Knowles Corporation	47,236	shares	779,790	941,413
	Koninklijke Philips NV	122,989	shares	2,691,445	3,107,465
	Korn Ferry	10,042	shares	491,882	677,333
	Kulicke & Soffa Industries Inc	14,988	shares	456,174	699,340
	La Z Boy Inc	21,236	shares	730,575	925,253
	Lantheus Holdings Inc	8,043	shares	287,739	719,527
	Lanxess AG	73,517	shares	2,060,895	1,795,071
	Legal & General Group Plc	502,462	shares	1,407,986	1,446,093
	Lemaitre Vascular Inc	5,695	shares	184,345	524,737
	Li Ning Company Ltd	171,000	shares	346,786	362,343
	Link Real Estate Investment Trust Units	152,400	shares	792,835	644,487
	Lithium Americas Change Lithium Argentina	68,950	shares	358,304	180,649
	LXP Industrial Trust	85,109	shares	738,653	691,085
	Madden Steven Ltd	16,275	shares	474,774	692,013
	Marten Transport Ltd	31,766	shares	534,202	495,867
	Marten Transport Ltd	21,002	shares	191,877	327,841
	Matador Resources Company	11,645	shares	700,655	655,148
	Maximus Inc	11,000	shares	831,162	821,150
	Mesa Labs Inc	1,241	shares	208,205	163,651
	MGIC Investment Corporation	28,990	shares	269,067	687,353
	Millerknoll Inc	20,335	shares	823,946	459,368
	Monro Inc	23,900	shares	676,978	592,720
	Motion Analysis Corporation	2,883	shares	—	—
	Murata Manufacturing Company Ltd	83,500	shares	1,674,952	1,359,877
	Myers Industries Inc	27,208	shares	570,990	300,376
	Natwest Group Plc	94,154	shares	277,984	474,150
	Neogen Corporation	13,624	shares	219,722	165,395
	Nintendo Co Ltd	38,000	shares	2,029,027	2,239,959
	Northwestern Energy Group Inc	11,630	shares	710,246	621,740
	Novanta Inc	5,423	shares	537,156	828,472
	NV5 Global Inc	11,392	shares	343,388	214,625
	Old National Bancorp Industries	43,904	shares	661,689	952,936
	Ollies Bargain Outlet Holdings Inc	6,417	shares	350,238	704,137
	Onto Innovation Inc	6,513	shares	488,515	1,085,522
	Openlane Inc	31,507	shares	513,741	625,099

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Option Care Health Inc	5,161	shares	140,810	119,735
	Orion SA	30,844	shares	687,257	487,027
	Oxford Industries Inc	7,812	shares	509,282	615,429
	Pacific Premier Bancorp	27,723	shares	731,275	690,857
	Palomar Holdings Inc	2,202	shares	156,894	232,509
	PBF Energy Inc	15,121	shares	605,852	401,463
	Pebblebrook Hotel Trust	45,904	shares	1,020,680	621,999
	Perella Weinberg Partners	26,301	shares	395,344	627,016
	Pinnacle Financial Partners Inc	6,287	shares	314,010	719,170
	PRA Group Inc	18,206	shares	586,153	380,323
	Prudential Plc	405,329	shares	5,159,336	3,233,629
	RBC Bearings Inc	3,631	shares	320,247	1,086,177
	Reckitt Benckiser Group Plc	86,455	shares	6,112,758	5,232,991
	Relx Plc	33,096	shares	964,594	1,498,324
	Renasant Corporation	21,995	shares	803,701	786,321
	Renesas Electronics Corporation	329,900	shares	5,401,896	4,295,879
	Roche Holdings AG Genusscheine	13,298	shares	3,983,162	3,749,119
	Rolls Royce Holdings Plc	786,532	shares	1,329,803	5,601,010
	Rush Enterprises Inc	13,244	shares	600,374	725,639
	RWE AG	25,692	shares	966,715	766,995
	Ryerson Holdings Corporation	18,240	shares	555,496	337,622
	Samsung Electronics Company Ltd	138,399	shares	6,263,930	5,001,411
	Samsung Fire & Marine Insurance Company Ltd	916	shares	230,185	223,066
	Sanmina Corporation	8,261	shares	559,413	625,110
	Sanofi	30,557	shares	3,030,293	2,966,100
	SAP SE	12,433	shares	1,356,346	3,042,214
	Seacoast Banking Corporation of Florida	24,665	shares	559,226	679,027
	Segro Plc	132,566	shares	1,263,392	1,164,172
	Shinan Financial Group Company Ltd	22,643	shares	908,839	732,900
	Sila Realty Trust Inc	22,613	shares	573,495	549,948
	SiteOne Landscape Supply Inc	4,771	shares	485,421	628,675
	SM Energy Company	15,452	shares	538,170	598,920
	SMC Corporation	4,700	shares	2,024,563	1,859,544
	Smith & Nephew Plc	82,972	shares	1,153,492	1,030,205
	Smurfit Westrock Ltd	13,634	shares	618,461	734,327
	Societe Generale	29,389	shares	808,821	826,542
	Sodexo SA	12,552	shares	1,089,473	1,033,959
	Spire Inc	9,695	shares	629,673	657,612
	SPS Commerce Inc	3,876	shares	540,393	713,145
	SPX Technologies Inc	2,949	shares	239,270	429,138
	Staar Surgical Company	4,513	shares	214,656	109,621
	Standard Chartered PLC	150,427	shares	1,429,702	1,862,471
	Standard Motor Products Inc	19,804	shares	834,638	613,528
	Stellar Bancorp Inc	25,688	shares	585,423	728,255
	Sunstone Hotel Investors Inc	50,642	shares	480,246	599,601
	Takeda Pharmaceutical Company Ltd	22,600	shares	896,214	601,238

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Taylor Morrison Home Corporation	16,479	shares	480,676	1,008,680
	Tecnoglass Inc	10,660	shares	473,129	845,551
	Tencent Holdings Ltd	37,500	shares	1,528,845	2,013,079
	Texas Capital Bancshares Inc	13,327	shares	619,780	1,042,171
	Texas Roadhouse Inc	6,047	shares	322,557	1,091,060
	Thermon Group Hldgs Inc	17,621	shares	404,171	506,956
	Titan Machinery Inc	19,639	shares	542,570	277,499
	Tower Semiconductor Ltd	22,039	shares	643,760	1,135,229
	Treehouse Foods Inc	19,049	shares	797,390	669,191
	Trex Co Inc	9,801	shares	323,931	676,563
	Tri Pointe Homes Inc	24,157	shares	325,385	875,933
	TriNet Group Inc	3,976	shares	355,048	360,902
	Tyler Technologies Inc	890	shares	139,816	513,210
	U M H Properties Inc	42,263	shares	654,434	797,925
	UFP Technologies Inc	519	shares	81,016	126,901
	UniCredit SpA	66,113	shares	854,459	2,637,422
	United Overseas Bank Ltd	63,000	shares	1,338,596	1,677,753
	Universal Electronics Inc	7,251	shares	277,321	79,761
	Valvoline Inc	8,345	shares	328,997	301,922
	Veralto Corporation	217,080	shares	796,490	22,109,598
	Vericel Corporation	7,298	shares	273,492	400,733
	Verint Systems Inc	29,729	shares	902,702	816,061
	Verint Systems Inc	105	shares	1,833	2,882
	Vertex Inc	8,687	shares	267,761	463,451
	Vontier Corporation	8	shares	20	292
	WaFd Inc	19,729	shares	695,347	636,063
	WD-40 Company	1,380	shares	244,164	334,898
	Werner Enterprises Inc	15,658	shares	638,252	562,435
	WH Smith Plc	101,711	shares	1,505,580	1,514,582
	Wiley John & Sons Inc	22,271	shares	866,641	973,465
	WillScot Holdings Corporation	4,723	shares	176,104	157,984
	Winnebago Inds Inc	10,467	shares	455,882	500,113
	Worldline Eur0.68	126,891	shares	1,209,702	1,113,972
				<u>\$ 238,698,553</u>	<u>\$ 276,017,638</u>

Venture Capital, Partnerships, and Other Private Investments

DoubleLine Mortgage Opportunities 01 (Cayman-ER)	1,625,000	units	\$	1,625,000	\$	16,824,695
HarbourVest Partners VIII - Cayman Buyout Fund LP	1,659,296	units		1,659,296		45,497
HarbourVest Partners VIII - Cayman Mezzanine and Distressed Debt Fund LP	262,834	units		262,834		13,575
Harbourvest Partners VIII - Cayman Venture Fund LP	622,687	units		622,687		511,427
Morgan Stanley Prime Property Fund	2,790	units		57,145,575		53,846,092
Pantheon Europe Fund V "B" LP	704,529	units		947,882		290,476
Pantheon Global Secondary Fund III "B" LP	19,876	units		19,876		108,465

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Pantheon USA Fund VI LP	5,193,454	units	5,193,454	267,105
	Pantheon USA Fund VII LP	1,701,073	units	1,701,073	826,116
	Pantheon USA Fund VIII LP	1,314,242	units	1,314,242	2,409,142
	PIMCO Corporate Opportunities Fund II Onshore Feeder LP	4,081,744	units	4,081,744	32,164,126
	PIMCO Corporate Opportunities Fund III Te Feeder LP	36,000,000	units	36,000,000	45,851,571
	UBS Trumbull Property Income Fund	6,944	units	70,471,099	84,026,953
				<u>\$ 181,044,762</u>	<u>\$ 237,185,240</u>
	Total Investments (Held at End of Year)			<u><u>\$1,205,417,575</u></u>	<u><u>\$1,888,276,041</u></u>

* Party in interest.

✓ Disclosed as cash equivalents in the fair value hierarchy.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4j — SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2023

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain/ (Loss)
Category (i) – Single transactions in excess of 5% of plan assets						
There were no category (i) reportable transactions during the year ended December 31, 2023.						
Category (ii) – Series of non-security transactions with the same party in excess of 5% of plan assets						
There were no category (ii) reportable transactions during the year ended December 31, 2023.						
Category (iii) – Series of transactions by issue in excess of 5% of plan assets						
Northern Trust * Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	\$287,838,495	\$ —	\$287,838,495	\$287,838,495	\$ —
Northern Trust * Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	\$ —	\$287,210,042	\$287,210,042	\$287,210,042	\$ —

Category (iv) – Series of transactions with same party in excess of 5% of plan assets

There were no category (iv) reportable transactions during the year ended December 31, 2023.

* Party in interest.

Columns (e) and (f) are not applicable.

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

**Danaher Corporation & Subsidiaries Pension Plan
as of and for the Years Ended December 31, 2024 and 2023
with Report of Independent Auditors**

**DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
INDEX**

	Page
<u>REPORT OF INDEPENDENT AUDITORS</u>	<u>1</u>
AUDITED FINANCIAL STATEMENTS:	
<u>Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023</u>	<u>5</u>
<u>Statements of Changes in Net Assets Available for Benefits for the Years Ended December 31, 2024 and 2023</u>	<u>6</u>
<u>Notes to Financial Statements as of and for the Years Ended December 31, 2024 and 2023</u>	<u>7</u>
SUPPLEMENTAL SCHEDULES:	
<u>Form 5500, Schedule H, Line 4i – Schedule of Assets (Held at End of Year)</u>	<u>13</u>
<u>Form 5500, Schedule H, Line 4i – Schedule of Reportable Transactions (For the Year Ended December 31, 2024)</u>	<u>32</u>



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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2024, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying

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

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

In our opinion

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

Ernst & Young LLP

October 6, 2025

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2024 AND 2023

	2024	2023
ASSETS		
Cash	\$ 7,765,626	\$ 5,033,967
Investments, at fair value	1,886,541,069	1,877,628,993
Insurance contracts, at contract value	1,734,972	1,714,767
Collateral for securities loaned	39,582,468	27,055,068
Receivables:		
Trades receivable	2,933,179	—
Annuity premium refund receivable	824,337	1,611,746
Interest and dividend receivable	2,294,951	2,039,587
Taxes recoverable	1,391,737	1,372,646
Total receivables	7,444,204	5,023,979
Total assets	1,943,068,339	1,916,456,774
LIABILITIES		
Administrative expenses payable	1,304,149	1,301,342
Trades payable	—	3,429,655
Other liabilities	3,385,885	1,568,022
Collateral for securities loaned	39,582,468	27,055,068
Total liabilities	44,272,502	33,354,087
NET ASSETS AVAILABLE FOR BENEFITS	\$ 1,898,795,837	\$ 1,883,102,687

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

	2024	2023
ADDITIONS		
Interest income	\$ 31,487,972	\$ 29,111,958
Net realized and unrealized appreciation in fair value of investments	182,984,936	209,984,147
Total additions	214,472,908	239,096,105
DEDUCTIONS		
Benefit payments	143,317,543	144,843,734
Purchase of annuity contracts	43,977,772	43,108,783
Administrative expenses	11,484,443	13,502,031
Total deductions	198,779,758	201,454,548
NET INCREASE IN ASSETS AVAILABLE FOR BENEFITS	15,693,150	37,641,557
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	1,883,102,687	1,845,461,130
End of year	<u>\$ 1,898,795,837</u>	<u>\$ 1,883,102,687</u>

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2024 AND 2023

NOTE 1. DESCRIPTION OF THE PLAN

General

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

Administrative Expenses

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

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

Management has evaluated subsequent events for the Plan through October 6, 2025, the date the financial statements were available to be issued. In September 2025, the Company entered into a \$349 million insurance buy-in contract for a portion of the benefit obligations under the Plan, which was funded from existing pension Plan assets without any adjustment to the benefit obligations. Insurance buy-in contracts are annuity contracts that are expected to provide an income stream to cover the cash flows arising for the plan population with future contracted payments. However, the benefit obligation remains with the Plan and the Company. This contract is issued by a third-party insurance company with no affiliation with the Company or the Plan.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

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

Risks and Uncertainties

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

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

Investments

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

The Plan has some investments that are valued using Net Asset Value ("NAV") as the practical expedient. In addition, some of the investments valued using NAV as the practical expedient have limits on their redemption to monthly, quarterly,

semiannually or annually and require up to 90 days prior written notice. In certain cases, investments are subject to multi-year holding requirements. These investments valued using NAV consist of common/collective trusts, venture capital funds, partnerships, and other private investments, which allow the Plan to allocate investments across a broad array of types of funds and diversify the portfolio.

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

Insurance contracts issued by Empower Annuity Insurance Company ("Empower"), formerly Prudential Retirement Insurance and Annuity Company, are carried at contract value in accordance with GAAP. Contract value represents cost adjusted for interest credited and for amounts withdrawn to provide benefits. Interest credits are determined periodically by the insurer and are closely related to the average rate of interest earned by the insurer on its own portfolio. The interest rate used to determine the credits was 4.2% and 3.5% for 2024 and 2023, respectively. Because the Plan has, in the past, elected guaranteed payment of certain participants' retirement income, there is a restriction on withdrawal of assets from the insurance contracts. Only amounts in excess of the amount required for the insurer to guarantee future payment of the guaranteed payments, based on contract terms, the minimum funding liability, may be withdrawn.

The Plan engages in securities lending. Collateral required on U.S. securities is 102% of the market value of the securities lent, plus any accrued interest. Collateral required on non-U.S. securities is 105% of the market value of the securities, plus any accrued interest. Collateral generally consists of cash and equivalents. Non-cash collateral cannot be pledged or sold unless the borrower defaults. The fair value of securities on loan by the Plan was approximately \$38.6 million and \$26.2 million and the fair value of collateral was approximately \$39.6 million and \$27.1 million, respectively, at December 31, 2024 and 2023.

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held, collateral for securities loaned, trades payable and receivable and interest and dividends receivable held as of December 31, 2024 and 2023 and net realized and unrealized appreciation in fair value of investments and interest income for the year ended December 31, 2024 and net realized and unrealized appreciation in fair value of investments and interest income for the year ended December 31, 2023, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the custodians of the Plan's investments.

NOTE 3. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

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

The actuarial valuation method used by the Plan is the unit credit cost method. The significant actuarial assumptions used in the valuations as of December 31, 2023, were (a) assumed rate of return of 6.45%; (b) a schedule of anticipated retirement ages starting at age 55, with all participants retiring by age 70; (c) mortality rates came from the PRI-2012 separate employee and retiree tables with contingent survivor adjustments for existing survivors and no collar adjustments applied with future improvements using the MMP-2021 projection scale; and (d) various actuarial or experience tables of rates for disabled lives mortality, employment turnover and marital status. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2024. Had the valuations been performed as of December 31, 2023, there would be no material differences.

The actuarial present value of accumulated plan benefits as of December 31, 2023, was as follows:

Vested benefits:	
Participants receiving benefits	\$1,000,867,705
Active and termed participants with vested benefits	625,307,180
Total accumulated vested benefits	1,626,174,885
Active participants without vested rights	174,270
Total present value of accumulated plan benefits	<u>\$1,626,349,155</u>

The change in accumulated plan benefits for the year ended December 31, 2023, was as follows:

Actuarial present value of accumulated plan benefits at beginning of year	\$ 1,697,443,287
Increase (decrease) during the year attributable to:	
Actuarial losses	14,293,081
Increase for interest due to the decrease in the discount period	103,497,775
Change in actuarial assumptions	(932,471)
Annuity purchase	(43,108,783)
Benefits paid	(144,843,734)
Net decrease	(71,094,132)
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 1,626,349,155</u>

During 2024, the Company completed an annuity contract buyout of \$44 million. The actuarial present value of accumulated plan benefits at December 31, 2023 does not reflect the 2024 buyout. During 2023, the Company completed an annuity contract buyout of \$43.1 million. The actuarial present value of accumulated plan benefits at December 31, 2023 reflects the effect of the 2023 buyout.

There were no Company contributions required for 2024 or 2023 to meet minimum funding requirements by the Employee Retirement Income Security Act of 1974 ("ERISA").

NOTE 4. FAIR VALUE MEASUREMENTS

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

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

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

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

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

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

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

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2024:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	\$ 182,374,886	\$ —	\$ —	\$ 182,374,886
Common and preferred stock	259,360,419	—	—	259,360,419
Government and corporate bonds	—	53,150,775	—	53,150,775
Mutual funds	118,570,415	—	—	118,570,415
Securities loaned	17,198,095	21,413,558	—	38,611,653
	<u>\$ 577,503,815</u>	<u>\$ 74,564,333</u>	<u>\$ —</u>	<u>652,068,148</u>
Investments measured at NAV ¹ :				
Common/collective trusts				997,287,681
Venture capital, partnerships and other private investments ²				237,185,240
Total investments at fair value				<u>\$1,886,541,069</u>

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

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

¹ The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the total Plan assets.

² The Plan invests in various private equity funds designed to achieve long term capital appreciation. These assets cannot be redeemed by the investees and are only redeemed by underlying asset liquidation. Liquidation of the funds' underlying assets typically takes five years. Certain of these funds have unfunded commitments of \$17.1 million in the aggregate as of both December 31, 2024 and 2023.

The tables above do not include approximately \$1.7 million of insurance contracts reported at contract value as of both December 31, 2024 and 2023. Refer to Note 2 for additional information.

Gains and losses (realized and unrealized) included in changes in net assets for the years above are reported in net appreciation (depreciation) in fair value in the Statements of Changes in Net Assets Available for Benefits.

NOTE 5. TAX STATUS OF THE PLAN

The Plan has received a determination letter from the Internal Revenue Service ("IRS") dated April 14, 2021, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator believes that the Plan, as amended, is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting standards require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are held in units of common/collective trusts managed by the Northern Trust or held in insurance contracts issued by Empower. Northern Trust and Empower are both custodians as defined by the Plan and therefore, these qualify as party-in-interest transactions.

As of December 31, 2023, the Plan invested in 651,240 shares of Danaher Corporation common stock. In July 2024, the Company repurchased all of the Plan's investment in the Company's common stock for approximately \$173.1 million. During the years ended December 31, 2024 and 2023, the Plan received \$507,967 and \$690,314, respectively, of dividends on shares of Danaher Corporation common stock.

NOTE 7. PLAN TERMINATION AND PENSION BENEFIT INSURANCE

Although it has not expressed any intention to do so, the Plan Sponsor has the right to terminate the Plan subject to the provisions of ERISA. The Plan provides that if it is terminated, each participant's accrued benefit as of the date of termination shall become fully vested and non-forfeitable to the extent that the Plan has funds for the payment of that benefit. The assets of the Plan, less the expenses of liquidation, shall be used to pay benefits or to provide for the future payment of benefits in accordance with applicable law, as specified in the Plan.

The Plan is also insured by the PBGC in the event of Plan termination. The insurance provides protection for most vested benefits, subject to certain limitations.

Should the Plan terminate at some future time, the amount, if any, of a particular participant's benefits that will be paid will depend on the Plan's net assets, the priority of the participant's benefits as compared to the priority of the other participant's benefits and the type and level of benefits guaranteed by the PBGC at that time.

SCHEDULE SB
(Form 5500)

Department of the Treasury
Internal Revenue Service
Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan
Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 8059 of the Internal Revenue Code (the Code).

File as an attachment to Form 5500 or 5500-SF.

OMB No. 1510-0110

2024

This Form is Open to Public Inspection

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

Round off amounts to nearest dollar.

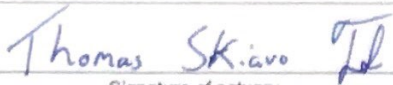
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN	B Three-digit plan number (PN) 003
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF DANAHER CORPORATION	D Employer Identification Number (EIN) 59-1995548
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B ☐ Other	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2024			
2 Assets:			
a Market value		2a	1,883,102,687
b Actuarial value		2b	1,937,164,410
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	10,995	1,088,752,444	1,088,752,444
b For terminated vested participants	10,486	526,712,762	526,712,762
c For active participants	2,599	167,623,495	167,741,059
d Total	24,080	1,783,088,701	1,783,206,265
4 If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate	5		5.12%
6 Target normal cost			
a Present value of current plan year accruals		6a	0
b Expected plan-related expenses		6b	5,600,000
c Target normal cost		6c	5,600,000

Statement by Enrolled Actuary

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

SIGN HERE		8/27/2025
THOMAS SKIAVO, EA		Date
Type or print name of actuary		2306727
MERCER		Most recent enrollment number
Firm name		202-331-5200
1050 CONNECTICUT AVE, NW SUITE 700		Telephone number (including area code)
WASHINGTON DC 20036		
Address of the firm		

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

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

Schedule SB (Form 5500) 2024
v. 240311

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)	14,736,210	26,181,254
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)	14,736,210	26,181,254
10	Interest on line 9 using prior year's actual return of <u>13.34</u> %	1,965,810	3,492,579
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.07</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	16,702,020	29,673,833

Part III		Funding Percentages	
14	Funding target attainment percentage	14	106.03 %
15	Adjusted funding target attainment percentage	15	108.42 %
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	105.66 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost					
21	Discount rate:					
a	Segment rates:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; text-align: center;">1st segment: %</td> <td style="width: 33%; text-align: center;">2nd segment: %</td> <td style="width: 33%; text-align: center;">3rd segment: %</td> </tr> </table>	1st segment: %	2nd segment: %	3rd segment: %	☒ N/A, full yield curve used
1st segment: %	2nd segment: %	3rd segment: %				
b	Applicable month (enter code).....		21b			
22	Weighted average retirement age		22 62			
23	Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute					
Part VI	Miscellaneous Items					
24	Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No					
25	Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No					
26	Demographic and benefit information					
a	Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No			
b	Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No			
27	If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....		27			
Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years					
28	Unpaid minimum required contributions for all prior years		28 0			
29	Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....		29 0			
30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29)		30 0			
Part VIII	Minimum Required Contribution For Current Year					
31	Target normal cost and excess assets (see instructions):					
a	Target normal cost (line 6c).....		31a 5,600,000			
b	Excess assets, if applicable, but not greater than line 31a		31b 5,600,000			
32	Amortization installments:					
a	Net shortfall amortization installment	0	0			
b	Waiver amortization installment	0	0			
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33			
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34 0			
35	Balances elected for use to offset funding requirement	0	0			
36	Additional cash requirement (line 34 minus line 35).....		36 0			
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37 0			
38	Present value of excess contributions for current year (see instructions)					
a	Total (excess, if any, of line 37 over line 36)		38a 0			
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b			
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39 0			
40	Unpaid minimum required contributions for all years		40 0			
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)					
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021					

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

Plan Year	Active Participants	Retired Participants and		Total
		Terminated Vested Participants	Beneficiaries Receiving Payments	
Current Plan Year	9,469,360	66,564,698	116,797,397	192,831,455
Current Plan Year + 1	9,546,028	30,883,024	110,276,696	150,705,748
Current Plan Year + 2	9,788,759	33,491,631	106,600,108	149,880,498
Current Plan Year + 3	10,625,920	35,146,874	102,160,359	147,933,153
Current Plan Year + 4	11,255,036	34,976,716	98,125,619	144,357,371
Current Plan Year + 5	11,432,403	36,644,277	93,785,243	141,861,923
Current Plan Year + 6	12,069,463	37,049,321	89,440,552	138,559,336
Current Plan Year + 7	12,214,816	37,061,070	85,248,033	134,523,919
Current Plan Year + 8	12,381,303	36,905,627	80,585,926	129,872,856
Current Plan Year + 9	12,238,078	35,743,821	76,107,856	124,089,755
Current Plan Year + 10	12,312,630	35,451,023	71,616,147	119,379,800
Current Plan Year + 11	12,134,650	34,916,088	67,131,599	114,182,337
Current Plan Year + 12	11,970,712	35,257,933	62,668,910	109,897,555
Current Plan Year + 13	11,695,645	32,655,526	58,246,243	102,597,414
Current Plan Year + 14	11,450,586	32,153,862	53,861,581	97,466,029
Current Plan Year + 15	11,133,134	32,129,796	49,567,409	92,830,339
Current Plan Year + 16	10,742,291	30,093,300	45,371,713	86,207,304
Current Plan Year + 17	10,429,752	28,922,920	41,291,742	80,644,414
Current Plan Year + 18	10,088,269	26,719,925	37,335,837	74,144,031
Current Plan Year + 19	9,623,782	25,471,568	33,546,118	68,641,468
Current Plan Year + 20	9,229,679	24,359,829	29,930,750	63,520,258
Current Plan Year + 21	8,749,406	22,327,221	26,507,583	57,584,210
Current Plan Year + 22	8,326,650	20,902,273	23,292,831	52,521,754
Current Plan Year + 23	7,858,419	19,513,713	20,300,395	47,672,527
Current Plan Year + 24	7,348,857	18,090,080	17,541,372	42,980,309
Current Plan Year + 25	6,849,480	16,881,921	15,023,336	38,754,737
Current Plan Year + 26	6,370,291	15,516,514	12,749,901	34,636,706
Current Plan Year + 27	5,857,247	13,918,122	10,720,346	30,495,715
Current Plan Year + 28	5,361,453	12,567,742	8,929,613	26,858,808
Current Plan Year + 29	4,875,303	11,268,873	7,368,569	23,512,745
Current Plan Year + 30	4,393,229	10,100,611	6,024,413	20,518,253
Current Plan Year + 31	3,937,436	9,008,515	4,881,403	17,827,354
Current Plan Year + 32	3,497,522	7,885,280	3,921,577	15,304,379
Current Plan Year + 33	3,087,127	6,975,615	3,125,665	13,188,407
Current Plan Year + 34	2,707,348	5,979,823	2,473,824	11,160,995
Current Plan Year + 35	2,353,777	5,258,884	1,946,446	9,559,107
Current Plan Year + 36	2,035,846	4,428,476	1,524,776	7,989,098
Current Plan Year + 37	1,748,905	3,770,038	1,191,353	6,710,296
Current Plan Year + 38	1,493,229	3,188,722	930,430	5,612,381
Current Plan Year + 39	1,268,709	2,678,813	728,109	4,675,631
Current Plan Year + 40	1,072,543	2,235,283	572,456	3,880,282
Current Plan Year + 41	902,593	1,852,593	453,462	3,208,648
Current Plan Year + 42	756,371	1,524,956	362,874	2,644,201
Current Plan Year + 43	631,317	1,246,572	294,036	2,171,925
Current Plan Year + 44	524,948	1,011,792	241,683	1,778,423
Current Plan Year + 45	434,883	815,231	201,704	1,451,818
Current Plan Year + 46	358,921	651,880	170,952	1,181,753
Current Plan Year + 47	295,073	517,148	147,045	959,266
Current Plan Year + 48	241,576	406,894	128,196	776,666
Current Plan Year + 49	196,895	317,408	113,085	627,388

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

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

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

Tektronix eligible for transition factors: $2 \times 60.58 = 121$

Amersham/Cytiva: $114 \times 62.88 = 7,168$

All other participants: $2,483 \times 62.60 = 155,436$

$(121 + 7,168 + 155,436) / 2,599 = 62.61$

Tektronix Group Participants (Eligible for transition group factors):

The average retirement age is 60.58

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	9.00%	10,000	900	49,500
56	9.00%	9,100	819	45,864
57	9.00%	8,281	745	42,482
58	9.00%	7,536	678	39,336
59	9.00%	6,857	617	36,413
60	15.00%	6,240	936	56,163
61	15.00%	5,304	796	48,534
62	30.00%	4,509	1,353	83,861
63	20.00%	3,156	631	39,766
64	10.00%	2,525	252	16,159
65	100.00%	2,272	2,272	147,703
Total			10,000	605,781
Weighted Average Retirement Age:			$(605,781 / 10,000) = 60.58$	

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

Amersham/Cytiva

The average retirement age is 62.88

(A)	(B)	(C)	(D)	(E)
Age	Rate of Retirement	Calculations		
		Lx	#Ret	#Ret X Age
55	1.50%	10,000	150	8,250
56	1.50%	9,850	148	8,288
57	1.50%	9,702	146	8,322
58	1.50%	9,557	143	8,294
59	1.50%	9,413	141	8,319
60	10.00%	9,272	927	55,620
61	15.00%	8,345	1,252	76,372
62	20.00%	7,093	1,419	87,978
63	35.00%	5,675	1,985	125,055
64	15.00%	3,688	553	35,392
65	50.00%	3,135	1,568	101,920
66	50.00%	1,568	784	51,744
67	50.00%	784	392	26,264
68	50.00%	392	196	13,328
69	50.00%	196	98	6,762
70	100.00%	98	98	6,860
Total			10,000	628,768
Weighted Average Retirement Age:			(626,768/10,000) = 62.88	

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

All Other Participants

The average retirement age is 62.60

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

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods**Actuarial assumptions for January 1, 2024 funding valuation**

Discount rate sponsor elections	
• Segment rates or full yield curve	Full Yield Curve
• Look-back months	Not Applicable
• PBGC VRP method	Alternative
Mortality sponsor elections	
• Healthy participants	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables. These tables are based on the PRI2012 mortality tables and then projected with mortality improvement using scale the adjusted MP-2021 in accordance with the IRS regulation 1.430(h)(3)-1.
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.
Cash balance plans	
• Interest accumulation rate	3.65% for Pall participants, 4.25% for Tektronix participants, 5.20% for Siemens participants, 4.50% for Thomson participants, 3.70% for all others
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	1994 Group Annuity Reserving Table (50% blend of males and females), projected to 2002
— Interest rate basis	3.70%
Other economic assumptions	
• Salary increases	N/A
• Flat-dollar benefit increases	N/A
• Social Security taxable wage base increases	N/A
• Inflation	2.20% per year
• Expected investment return	6.45%
• Expenses	\$5,600,000 added to current year normal cost

Rationale for economic assumptions

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

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

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

- **Cash balance annuity conversion rate** is a blend between the current 30-year Treasury interest rate (e.g. December 2023 rate) and the long-term assumption published in Mercer Investment Consulting's Capital Markets Outlook for December 2023. The result is rounded to the nearest 5 basis points.
- The **inflation** assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlook for December 2023.
- The **expected rate of return** on plan assets for funding purposes is based on long-term capital market expectation. This assumption falls within an acceptable range of the simulated 20-year investment return for the plan's target asset mix using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for December 2023, adjusted to reflect a 6 basis point reduction for passive asset management costs.
- Assumed plan-paid **expenses** for the upcoming year for funding purposes are based on a 3-year average of non-investment and non-PBGC expenses in the 5500 Schedule C's plus the anticipated PBGC premiums for the upcoming year.

Demographic assumptions

• Withdrawal	See table of sample rates.	
• Disability incidence	See table of sample rates for Pall Trinity Micro & Amersham/Cytiva participants, none assumed for all others.	
• Retirement age — Tektronix employees active at January 1, 1998 that were 40 or older with 5 or more years of service, or had 15 years of service regardless of age.	<u>Attained age</u>	<u>Percentage</u>
	55-59	9%
	60	15%
	61	15%
	62	30%
	63	20%
	64	10%
	65 and above	100%
• Retirement age – Amersham/Cytiva	<u>Attained age</u>	<u>Percentage</u>
	55-59	1.50%
	60	10.0%
	61	15.0%
	62	20.0%
	63	35.0%
	64	15.0%
	65-69	50.0%
	70 and above	100.0%

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

•	<table> <tr> <th data-bbox="678 258 821 281">Attained age</th><th data-bbox="911 258 1040 281">Percentage</th></tr> <tr><td data-bbox="732 300 760 323">55</td><td data-bbox="959 300 1003 323">4%</td></tr> <tr><td data-bbox="732 342 760 365">56</td><td data-bbox="959 342 1003 365">5%</td></tr> <tr><td data-bbox="732 384 760 407">57</td><td data-bbox="959 384 1003 407">5%</td></tr> <tr><td data-bbox="732 426 760 449">58</td><td data-bbox="959 426 1003 449">6%</td></tr> <tr><td data-bbox="732 468 760 491">59</td><td data-bbox="959 468 1003 491">7%</td></tr> <tr><td data-bbox="732 510 760 533">60</td><td data-bbox="959 510 1003 533">9%</td></tr> <tr><td data-bbox="732 552 760 575">61</td><td data-bbox="943 552 1003 575">13%</td></tr> <tr><td data-bbox="732 594 760 617">62</td><td data-bbox="943 594 1003 617">15%</td></tr> <tr><td data-bbox="732 636 760 659">63</td><td data-bbox="943 636 1003 659">15%</td></tr> <tr><td data-bbox="732 678 760 701">64</td><td data-bbox="943 678 1003 701">20%</td></tr> <tr><td data-bbox="732 720 760 743">65</td><td data-bbox="943 720 1003 743">25%</td></tr> <tr><td data-bbox="732 762 760 785">66</td><td data-bbox="943 762 1003 785">30%</td></tr> <tr><td data-bbox="732 804 760 827">67</td><td data-bbox="943 804 1003 827">35%</td></tr> <tr><td data-bbox="732 846 760 869">68</td><td data-bbox="943 846 1003 869">25%</td></tr> <tr><td data-bbox="732 888 760 911">69</td><td data-bbox="943 888 1003 911">25%</td></tr> <tr><td data-bbox="667 930 824 953">70 and above</td><td data-bbox="927 930 1003 953">100%</td></tr> </table>	Attained age	Percentage	55	4%	56	5%	57	5%	58	6%	59	7%	60	9%	61	13%	62	15%	63	15%	64	20%	65	25%	66	30%	67	35%	68	25%	69	25%	70 and above	100%
Attained age	Percentage																																		
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70 and above	100%																																		
• Benefit commencement age for	<table> <tr> <td data-bbox="199 1083 516 1106">— Future vested deferred</td><td data-bbox="623 1083 1537 1220"> Age 62 for Beckman Coulter participants. Age 63 for Amersham/Cytiva participants. Decrement age for Tektronix participants and Pall Cash Balance participants. Age 65 for all others. </td></tr> <tr> <td data-bbox="199 1234 526 1257">— Current vested deferred</td><td data-bbox="623 1234 1537 1808"> Beckman Coulter: Age 62 if terminated on or after July 1, 2000, otherwise, age 65. Amersham/Cytiva : Age 63 Tektronix (participants with a TRM flag): Age 63 except 25% of participants with a TRM field equal to 2 or 3 are assumed to start payments at age 55. Tektronix (participants with no TRM flag and no subsidy): Immediate for participants terminating during the prior year; age 65 otherwise. Tektronix (participants with no TRM flag and have a subsidy): Age 65 for lump sum benefits and age 58 for annuity benefits. Pall Cash Balance: Age 62 if termination before August 1, 1999, otherwise, age 65. All others: - Valuation age for participants terminating during the prior plan year with cash balance accounts - Age 65 for all others </td></tr> <tr> <td data-bbox="199 1822 326 1845">— Disabled</td><td data-bbox="623 1822 964 1845">Age 65 for Amersham/Cytiva</td></tr> </table>	— Future vested deferred	Age 62 for Beckman Coulter participants. Age 63 for Amersham/Cytiva participants. Decrement age for Tektronix participants and Pall Cash Balance participants. Age 65 for all others.	— Current vested deferred	Beckman Coulter: Age 62 if terminated on or after July 1, 2000, otherwise, age 65. Amersham/Cytiva : Age 63 Tektronix (participants with a TRM flag): Age 63 except 25% of participants with a TRM field equal to 2 or 3 are assumed to start payments at age 55. Tektronix (participants with no TRM flag and no subsidy): Immediate for participants terminating during the prior year; age 65 otherwise. Tektronix (participants with no TRM flag and have a subsidy): Age 65 for lump sum benefits and age 58 for annuity benefits. Pall Cash Balance: Age 62 if termination before August 1, 1999, otherwise, age 65. All others: - Valuation age for participants terminating during the prior plan year with cash balance accounts - Age 65 for all others	— Disabled	Age 65 for Amersham/Cytiva																												
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— Disabled	Age 65 for Amersham/Cytiva																																		

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

• Spouse assumptions	Male participants	Female participants		
— Percentage married – Beckman Coulter	80%	60%		
— Percentage married – Amersham/Cytiva	90%	50%		
— Percentage married – all others	80%	80%		
— Spouse age difference – Beckman Coulter & Amersham/Cytiva	2 years younger	2 years older		
— Spouse age difference – all others	3 years younger	3 years older		
Form of payment — Beckman Coulter	<u>100% J&S</u>	<u>50% J&S</u>	<u>Single life</u>	<u>Lump sum</u>
• Active retirements	15%	10%	25%	50%
• Future vested deferred	15%	10%	25%	50%
• Future deaths	0%	0%	0%	100%
• Current vested deferred	15%	10%	25%	50%
Form of payment — Tektronix	<u>Lump sum</u>	<u>Single life</u>		
• Active retirements				
— No subsidy	100%	0%		
— Subsidy (>25 years of service)	15%	85%		
— Subsidy (<25 years of service)	40%	60%		
• Future vested deferred	100%	0%		
• Future deaths	100%	0%		
• Current vested deferred				
— Participants with a TRM flag	0%	100%		
— Participants without a TRM flag and no subsidy	80%	20%		
— Participants without a TRM flag and have a subsidy	55%	45%		
Form of payment – Amersham/Cytiva	<u>Single life</u>	<u>50% J&S</u>	<u>100% J&S</u>	
• Active retirements	40%	25%	35%	
• Future vested deferred	40%	25%	35%	
• Future deaths	40%	25%	35%	
• Current vested deferred	40%	25%	35%	
• Future deaths	0%	100%	0%	

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

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

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

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

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

Withdrawal Rates – Amersham/Cytiva - Female

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

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

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

Disability Rates – Amersham/Cytiva

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

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

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

Rationale for demographic assumptions

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

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

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

Actuarial methods**Asset methods**

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

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

Participant methods

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

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

Minimum funding methods

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

A detailed description of the calculation follows:

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

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

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

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

Component plans:

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

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

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

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

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

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

	Years of vesting service	Amount
	Less than 10	\$1,000
	10 but less than 15	\$2,500
	15 but less than 20	\$3,500
	20 but less than 25	\$4,500
	25 but less than 30	\$6,000
	30 or more	\$7,500
Form of benefits		
• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.	
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.	
• Optional forms	• 50% or 100% Joint and Survivor Annuity • 5 or 10 years Certain Annuity • Level Income option	
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually	
Miscellaneous		
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.	

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

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

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

Form of benefits

- Automatic form for unmarried participants Life Annuity with a 5 year certain period.
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
 - 10 or 15 years Certain Annuity
 - Level Income option
- Optional form conversion factors
 - Mortality: 1984 Unisex Pensioner's Mortality Table
 - Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 50% or 100% Joint and Survivor Annuity • 10 or 15 years Certain Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability	Not applicable
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Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

•	Benefit prior to early retirement	The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
	Years of vesting service	Amount
	Less than 10	\$1,000
	10 but less than 15	\$2,500
	15 but less than 20	\$3,500
	20 but less than 25	\$4,500
	25 but less than 30	\$6,000
	30 or more	\$7,500

Form of benefits

•	Automatic form for unmarried participants	Life Annuity with a 5 year certain period.
•	Automatic form for married participants	Joint & Survivor Annuity actuarially reduced.
•	Optional forms	• 50% or 100% Joint and Survivor Annuity • 10 or 15 years Certain Annuity • Level Income option
•	Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions**Amersham (former GE Healthcare) Biosciences Corp. Retirement Plan (Cytiva)**

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

Schedule SB, Part V — Summary of Plan Provisions

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

Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Normal retirement benefit actuarially increased to the commencement date.
Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Normal retirement benefit reduced by 5/12% for each month before age 65, the payments can start from as early as age 55.
Disability	
• Eligibility	Participation in long-term disability plan.
• Benefit	Continued accrual of vesting and credited service (until plan freeze).
Pre-retirement death	
• Eligibility	Age 65 or 5 years of vesting service
• Benefit before retirement benefit	Half of the benefit the participant would have received if terminated on the day of his/her death (if active); survived to his/her earliest retirement age, and retired with an immediate 50% joint and survivor payment form.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	• Life Annuity • 5-years certain and Life Annuity • 10-years certain and Life Annuity • 50% Joint and Survivor • 75% Joint and Survivor • 100% Joint and Survivor
• Actuarial Equivalence	Mortality: 1983 GAM Unisex Table with a 7% interest rate
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

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

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability	Not applicable
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Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: - with respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and - with respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

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

• Benefit	50% Joint and Survivor coverage
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Form of benefits

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	• 100% Joint and Survivor Annuity • Lump sum option if amount does not exceed \$5,000 • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

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

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Miscellaneous

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

Schedule SB, Part V — Summary of Plan Provisions

Ammco “Component” Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31														
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1994.														
Significant events that occurred during the year	None														
Definitions															
• Type of plan	\$ per month per year of service														
• Eligibility	Employees become plan participants after both attaining age 21 and completing one year of service.														
• Employee contributions	Not applicable.														
• Vesting service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. No service shall be credited before age 18 for vesting purposes.														
• Credited service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour “anniversary years” or years credited to seniority with the company regardless of hours worked. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.														
• Accrued benefit	\$18.50 (effective January 1, 1994) times the number of years of credited service.														
Normal retirement															
• Eligibility	Attainment of age 65 and 5 years of vesting Service.														
• Benefit	Accrued benefit														
Early retirement															
• Eligibility	Attainment of age 60 and 5 years of service														
• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):														
	<table> <tr> <th>Age at Retirement</th><th>Percentage</th></tr> <tr> <td>60</td><td>67.18%</td></tr> <tr> <td>61</td><td>72.36</td></tr> <tr> <td>62</td><td>78.14</td></tr> <tr> <td>63</td><td>84.60</td></tr> <tr> <td>64</td><td>91.84</td></tr> <tr> <td>65</td><td>100.00</td></tr> </table>	Age at Retirement	Percentage	60	67.18%	61	72.36	62	78.14	63	84.60	64	91.84	65	100.00
Age at Retirement	Percentage														
60	67.18%														
61	72.36														
62	78.14														
63	84.60														
64	91.84														
65	100.00														
Late retirement															
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.														
• Benefit	Accrued benefit.														

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

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Miscellaneous

- | | |
|--------------------|--|
| • Maximum benefits | Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen. |
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Schedule SB, Part V — Summary of Plan Provisions**API Harowe-Servo Controls, Inc. Hourly Compensated “Component” Plan**

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

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

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

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

Definitions

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

Schedule SB, Part V — Summary of Plan Provisions

• Primary Social Security benefit	The monthly primary social security amount of old age insurance benefit or benefits determined as of the Normal Retirement Date under the Federal Social Security Act, and/or the social security system of any foreign government as in effect as of the participant's last Separation from the Service.
• Covered Compensation	The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the Participant attains (or will attain) Social Security Retirement Age.
• Minimum benefit	\$200 per month for participants who were both an employee and a participant continuously during the 2001 plan year.
• Grandfathered benefit	The greater of: • 1.7% of the final average earnings multiplied by years of service to a maximum of 35 years, plus 0.5% of final average earnings for each year of service above 35, less 0.65% (0.50% if over age 55 with 20 or more years of service) of the lesser of Covered Compensation and final average compensation for each year of service up to 35 years; and • 1.15% of final average earnings up to \$30,000 annually plus 1.6% of final average earnings between \$30,000 and \$50,000 annually, multiplied by years of service to a maximum of 25 years. Grandfathered participants accrued benefits under the above formulas until December 31, 2005. Benefit accruals frozen effective December 31, 2011.
• Revised Formula benefit	1.2% of the final average earnings plus 0.8% of the excess of final average earnings over the Social Security wage base multiplied by years of service. Benefit accruals frozen effective December 31, 2011.

Normal retirement

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

Early retirement

• Eligibility	The first day of any month coincident with or next following the completion that number of years of vesting service (not less than five) which when added to the participant's age at the most recent birthday equals sixty-five.
• Benefit – Old formula participant	<u>Basic benefit reduction factor:</u> Reduction factor applied to the basic benefit derived from final average earnings: • 5% for each year between ages 65 and 55, plus • 2-2/9% for each year between ages 55 and 50, plus • 3-1/3% for each year between ages 50 and 45, plus • 1-2/3% for each year between ages 45 and 40, plus • 1% for each year between ages 40 and 35, plus

Schedule SB, Part V — Summary of Plan Provisions

- ½% for each year below 35.

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

- Benefit – Old formula participant (continued)

Offset Percentage Reduction Factor:

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

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

Benefit accruals frozen effective December 31, 2011.

- Benefit – Grandfathered participant The early retirement benefit described for the Old formula participant. Benefit accruals frozen effective December 31, 2011.

- Benefit – Revised formula participant The Revised Formula benefit as of the early commencement date with the following reduction percentages applied to the benefit formula:

- No reduction for each year between ages 65 and 62,
- 4% for each year between ages 62 and 59, plus
- 6% for each year between ages 59 and 50, plus
- 2% for each year between ages 50 and 40, plus
- 1% for each year between ages 40 and 37, plus
- ½% for each year between ages 37 and 29, plus
- ¼% for each year below 29.

Benefit accruals frozen effective December 31, 2011.

Late retirement

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

Deferred vested

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

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

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	For Social Security level income and lump sum options: Mortality: The table prescribed by Revenue Ruling 2007-67, and for each subsequent Plan Year shall be the table prescribed by the Secretary of the Treasury based on the mortality table specified for the Plan Year under Code Section 430(h)(3)(A) (without regard to subparagraphs (C) or (D) of such Section). Interest rate: The adjusted first, second and third segment rates as provided in Code Sections 417(e)(3)(C) and (D) for the month of November immediately preceding the first day of the Plan Year in which the distribution occurs. For all other forms of payment: Mortality: 1971 GAM Mortality table for males, with age set-back 2 years Interest rate: 7.00%
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

Cash balance account

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

Schedule SB, Part V — Summary of Plan Provisions

• Projected cash value	Projected cash balance account from the valuation date to participant's normal retirement date based on interest crediting rate of the applicable interest rate, or the cash balance in the participant's account as of the valuation date, if the valuation date does not precede the normal retirement date.
• Credited service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Accrued benefit	A single life annuity payable at the participant's normal retirement age that is the actuarial equivalent of the participant's projected cash balance account as of the date of termination.
Normal retirement	
• Eligibility	Age 65
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	The earlier of age 55 and 5 years of service or age 65
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Disability	Not applicable
Pre-retirement death	
• Benefit	The actuarial equivalent of the participant's projected cash value payable to the spouse.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• 50% Joint and Survivor Annuity • Single Life Annuity • Lump Sum Distribution

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act (“PPA”), in effect at the determination date Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant’s distribution is made.
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Miscellaneous

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

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

Definitions

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

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

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

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

Early retirement

• Eligibility	Attainment of age 57 and 5 years of Vesting Service.
---------------	--

Schedule SB, Part V — Summary of Plan Provisions

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

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

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

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

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

Early retirement

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

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

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

• Type of plan	Final Average pay plan
• Normal form	60 monthly payments Certain and For Life thereafter.
• Eligibility	Age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	One (1) year of Vesting Service for each Plan Year during which the Participant completes at least one thousand (1,000) Vesting Hours.
• Credited service	Credited service has been frozen.
• Compensation considered	W-2 compensation
• Average annual compensation	Highest three consecutive years out of the five years prior to retirement.
• Accrued benefit	Monthly benefit of 1.75% of Final Monthly Average Earnings for the first 20 years of service, plus 1.5% of Final Monthly Average Earnings for the next ten years of service, offset by 1.75% of Social Security for the first 20 years of service and 1.5% of Social Security for the next ten years of service. Employees who were members of the Plan prior to July 1, 1982, will receive a minimum of the benefit computed under the prior Plan based on Final Average Earnings defined below. Final Average Earnings for the minimum benefit are determined as follows: - For employees who were 100% vested in the prior plan, earnings continue with salary increases until retirement. - For employees who were eligible to retire within five years of July 1, 1982, earnings are increased for five years and then remain level until retirement. - For employees not vested or within five years of retirement as of July 1, 1982, earnings remain level until retirement. Credited Service has been frozen. Accrued Benefit information was provided by the plan sponsor.

Normal retirement

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

Early retirement

• Eligibility	Attainment of age 55 and 5 years vesting service.
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Schedule SB, Part V — Summary of Plan Provisions

• Benefit	Benefit is reduced by 5% per year if payable prior to age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Benefit payable at Normal Retirement based on Final Average Earnings as of date of disability but service at actual retirement, payable upon attainment of one year of service.
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	60 monthly payments Certain and For Life thereafter.
• Optional forms	50%, 66 2/3%, or 100% Joint and Survivor Annuity - Ten years certain annuity
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, where, for such purposes, a Beneficiary of a Participant shall be assumed to be two (2) years younger than the Participant, if applicable. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

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

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

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

Early retirement

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

• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):		
	<table> <tr> <th data-bbox="552 315 812 357">Age at Retirement</th><th data-bbox="812 315 1487 357">Percentage</th></tr> </table>	Age at Retirement	Percentage
Age at Retirement	Percentage		
	<table> <tr> <td data-bbox="552 357 812 399">60</td><td data-bbox="812 357 1487 399">59.124%</td></tr> </table>	60	59.124%
60	59.124%		
	<table> <tr> <td data-bbox="552 399 812 441">61</td><td data-bbox="812 399 1487 441">65.402</td></tr> </table>	61	65.402
61	65.402		
	<table> <tr> <td data-bbox="552 441 812 483">62</td><td data-bbox="812 441 1487 483">72.487</td></tr> </table>	62	72.487
62	72.487		
	<table> <tr> <td data-bbox="552 483 812 525">63</td><td data-bbox="812 483 1487 525">80.508</td></tr> </table>	63	80.508
63	80.508		
	<table> <tr> <td data-bbox="552 525 812 567">64</td><td data-bbox="812 525 1487 567">89.618</td></tr> </table>	64	89.618
64	89.618		
	<table> <tr> <td data-bbox="552 567 812 609">65</td><td data-bbox="812 567 1487 609">100.000</td></tr> </table>	65	100.000
65	100.000		
Late retirement			
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.		
• Benefit	Accrued benefit.		
Deferred vested			
• Eligibility	3 years of vesting service.		
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date		
Disability			
• Eligibility	Eligible for Social Security Disability benefits		
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service		
Pre-retirement death			
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.		
Form of benefits			
• Automatic form for unmarried participants	Life Annuity		
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced		
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Ten years certain annuity. • Level Income option		

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

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

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

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

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

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

Early retirement

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

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	50%, 66 2/3%, or 100% Joint and Survivor Annuity - Five or ten years certain annuity. - Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with no setback in age for a Participant and a six (6)-year setback in age for a Beneficiary, where, for such purposes, a Beneficiary of a Participant shall be assumed to be three (3) years younger than the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

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

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

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

Early retirement

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

• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	50%, 66 2/3%, or 100% Joint and Survivor Annuity - Five or ten year certain annuity. - Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

• Type of plan	\$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	\$11 (effective March 1, 1989) times Credited Service

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

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

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity, actuarially reduced
- Optional forms
 - 75% or 100% Joint and Survivor Annuity
 - Level Income option
- Optional form conversion factors
 - Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.
 - Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

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

Miscellaneous

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

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

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

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

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50% or 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

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

Form of benefits

- Automatic form for unmarried participants Life annuity
- Automatic form for married participants 50% Joint & Survivor
- Optional forms
 - Any percentage up to 100% Joint and Survivor Annuity
 - Level Income option
- Optional form conversion factors
 - Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant.
 - Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

• Benefit	Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Date.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Two times Normal Retirement Benefit, payable upon attainment of 10 years of Vesting service.
Pre-retirement death	
• Eligibility	All married vested employees are eligible.
• Benefit	Benefit is payable on what would have been the employee's earliest retirement date had the employee terminated just prior to death. Benefit is equal 55% of the employee's vested accrued benefit payable on a reduced basis.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	Level Income option
• Optional form conversion factors	Mortality: • With respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and • With respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

Normal retirement

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

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

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

- Automatic form for unmarried participants Life Annuity
- Automatic form for married participants 50% Joint & Survivor Annuity actuarially reduced.
- Optional forms
 - 100% or 50% Joint and Survivor Annuity
 - Five or ten years Certain Annuity
 - Lump sum option if amount is greater than \$5,000 but less than \$10,000
 - Level Income option
- Optional form conversion factors

Mortality:
1971 Group Annuity Mortality Table for Males with a two (2)-year setback in age.

Interest rate:
Eight percent (8%) per annum, compounded annually.

Miscellaneous

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Schedule SB, Part V — Summary of Plan Provisions

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

Late retirement

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

Deferred vested

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

Disability

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

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

Pre-retirement death

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

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

w. Benefit – Jennings

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

x. Benefit – Challenger

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

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

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

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

Life Annuity

z. Automatic form for married participants

50% Joint & Survivor Annuity actuarially reduced.

aa. Optional forms

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

bb. Optional form conversion factors

Mortality:

Schedule SB, Part V — Summary of Plan Provisions

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

Interest rate:

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

Miscellaneous

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

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

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

Late retirement

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

Deferred vested

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

Disability

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

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

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

- Benefit – Joslyn

In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately.

Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated employment on the earlier of day before his death, or his actual termination date, survived to age 60 and elected to receive an annuity, payable immediately.
- Benefit – Jennings

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

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Lump sum option if amount is greater than \$5,000 but less than \$10,000 • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

• Type of plan	\$ per month per year of service
• Covered employees	Hourly paid employees of Joslyn Jennings Corporation covered by labor agreement who complete one year of continuous service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Continuous service	Each calendar year from date of hire in which an employee completes at least 1,000 hours is credited as one year of continuous service.
• Credited service	For service after January 1, 1967, each year in which an employee completes 1,680, prorated (rounded to nearest 1/10th) for hours less than 1,680.
• Accrued benefit	The monthly accrued benefit is equal to the sum of: • \$12.00 per year of credited service between January 1, 1967 and December 31, 1987, and • \$15.50 per year of credited service after January 1, 1988.

Normal retirement

• Eligibility	Age 65
• Benefit	Accrued Benefit

Early retirement

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

Late retirement

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

Deferred vested

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

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

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

Pre-retirement death

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

Form of benefits

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

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

Miscellaneous

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

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

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

Definitions

• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1st or July 1st after completion of one year of service.
• Employee contributions	Not applicable.
• Credited service	Credited Service has been frozen.
• Accrued benefit	Past Service: - The product of 1% of 1/12th of compensation for the Plan year ending December 31, 1974, multiplied by the Member's number of Years of Past Service prior to January 1, 1975. Future Service: 1% of 1/12th of the compensation for each Plan Year up to the Social Security Wage Base and 1-1/2% of such compensation in excess of the Wage Base for each Plan Year of Future Service after December 31, 1974. For former Glen Burnie employees, monthly benefit equal to the sum of: Past Service: - Accrued benefit calculated using the Glen Burnie Formula but with service stopping at December 31, 1983, and Future Service: - Monthly benefit calculated as in (b) above, but with service beginning January 1, 1984. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.

Normal retirement

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

Early retirement

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

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

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Miscellaneous

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

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

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

Definitions

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

Normal retirement

• Eligibility	
• Benefit	Monthly Pension: - Special payment equal to 13 weeks vacation pay at the pay rate applicable to most recent eligibility for vacation less any vacation paid for the year in which retirement occurs or the year in which the participant was eligible for vacation - Regular Pension - Greater of: 16.00 times Credited Service, or Deferred pension as of January 1, 1961.
• Payment	- Special payment is payable for the first three months following retirement - Regular pension commences on the first day of the month following the three months during which special payments are received.

Early retirement

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

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

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Lump Sum form of payment: Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act ("PPA"), in effect at the determination date Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant's distribution is made. All other forms: Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

Benefit accruals frozen effective September 30, 2011.

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional forms	100%, 75% or 50% Joint and Survivor Annuity 5,10, or 15 years Certain and Life Annuity - Full Cash Refund Annuity
Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, setback one (1) year for Participants and two (2) years for Beneficiaries. Interest rate: Six percent (6%) per year, compounded annually.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Schedule SB, Part V — Summary of Plan Provisions

	1.3% of Final Average Compensation not in excess of the Covered Compensation level for an individual obtaining their Social Security normal retirement age in the year of calculation plus 1.8% of Final Average Compensation in excess of the Covered Compensation level determined above. - Years of the member's Benefit Service, up to a maximum of 30. Participants who were formerly participants of the Kollmorgen (Long Island) Floor Plan began receiving credit for Benefit Service under the benefit formula described above as of January 1, 1991. These participants are also entitled to payment under this Plan of any benefits based on service prior to January 1, 1991 earned under Kollmorgen Floor Plan. However, total retirement benefits payable from this Plan may not exceed the amount of benefits that would be paid under the benefit formula described above if the participant had been covered by the Plan from date of hire without regard to the special Floor Plan provisions.
• Maximum benefit	\$140,000 per year adjusted for retirement at age other than Social Security Normal Retirement Age.
Normal retirement	
• Eligibility	Age 65
• Benefit	A monthly benefit payable to participants who retire on their Normal Retirement Date equal to 1/12 of the Accrued Benefit at that time.
Early retirement	
• Eligibility	The first day of any month after the participant has both attained age 55 and completed at least 5 full Years of Service.
• Benefit	The actuarial equivalent of the retirement benefit at Normal Retirement Date, calculated with Credited Service to the Early Retirement Date.
Late retirement	
• Eligibility	The first day of any month after the participant's Normal Retirement Date.
• Benefit	The benefit will reflect the Final Average Compensation and Credited Service at the time of actual retirement.
Deferred vested	
• Eligibility	After 3 Years of Vesting Service, accrued retirement benefits are 100% vested.
• Benefit	Accrued Benefit payable at age 65 or reduced benefit payable on or after attainment of age 55.
Disability	
• Eligibility	Declared disabled by the Social Security Administration.
• Benefit	Benefit accrued to Normal Retirement Date assuming constant earnings from disablement to Normal Retirement Date.

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

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

Form of benefits

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

Miscellaneous

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

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

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

Definitions

• Plan name	Leica Microsystems, Inc. Pension Plan
• Type of plan	Final average pay plan
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A calendar year in which the Participant completed at least 1,000 hours of service.
• Credited service	All months of service in which the participant completes at least one hour of service, measured in years and months.
• Accrued benefit	Past Service Benefit plus Future Service Benefits where: • Past Service Benefit equals the benefit(s) accrued under the prior plan(s) through December 31, 1988, and 1.25% of each year's compensation from 1989 through 1990. • Future Service Benefit equals 1.5% of each year's Compensation after 1990. The minimum monthly accrued benefit is \$23.50 for each year of Benefit Service. Benefit accruals were frozen as of December 31, 2005.

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

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

Early retirement

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

Late retirement

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

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

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Miscellaneous

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

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

• Automatic form for unmarried participants	Life Annuity
---	--------------

• Automatic form for married participants	Actuarially reduced 50% joint and survivor annuity
---	--

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

Deferred vested

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

Disability

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

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

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

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% joint & survivor annuity actuarially reduced.
• Optional forms	• 100%, 75% or 50%, Joint and Survivor Annuity • 10 years Certain Annuity • Level Income option • A participant of the pension plan for employees of HTL Industries, Inc. also can receive a 25% Joint and Survivor Annuity

Miscellaneous

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

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

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

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

Cash Balance Benefit

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

Schedule SB, Part V — Summary of Plan Provisions

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

- Minimum Benefit The July 31, 1999 accrued benefit.

Normal retirement

- Eligibility Attainment of age 65.
- Benefit The actuarial equivalent of the projected cash value at participant's normal retirement date.

Early retirement

- Eligibility Attainment of age 55 and 5 years of Vesting Years
- Benefit The actuarial equivalent of the projected cash value at participant's normal retirement date.

Late retirement

- Eligibility The first day of any month after age 65 following the date the member terminates employment.
- Benefit The actuarial equivalent of the projected cash value at participant's retirement date.

Disability

- Eligibility All participants who terminate employment by reason of disability as defined by the Social Security Administration – immediate vesting upon disability.
- Benefit An annuity payable for life determined by projecting the Cash Balance Account as of the date of disability with Interest Credits (not Compensation Credits) through the participant's Normal Retirement Date, with the Interest Credits for any future Plan Year based on the Interest Crediting rate in effect for the Plan Year in which the disability occurs.

The projected Cash Balance Account is then converted to an Actuarial Equivalent single life annuity benefit payable for the participant's life.

This benefit is paid to the disabled participant beginning on the first day of the month coincident with or immediately following the participant's disability until his Normal Retirement Date, or until he is no longer disabled, if earlier.

Pre-retirement death

- Eligibility All participants, immediate vesting upon death.
- Benefit For single participants and non-spouse beneficiaries, the Cash Balance Account payable as a lump sum distribution. For married participants, the Cash Balance Account payable as a lump sum distribution, the Cash Balance Account converted to a single life annuity of actuarial equivalence or the survivor annuity payable to a spouse at least equal to the amount of the qualified preretirement survivor annuity as defined in Internal Revenue Code Section 417(c).

Form of benefits

- Automatic form for unmarried participants Life Annuity

Schedule SB, Part V — Summary of Plan Provisions

• Automatic form for married participants	50% Joint and Survivor Annuity actuarially reduced
• Optional forms	• Single lump sum distribution • Joint and seventy-five percent (75%) survivor annuity • Joint and fifty percent (50%) survivor annuity • 5 year certain and life annuity • 10 year certain and life annuity If a participant elects to commence distribution prior to becoming eligible for early or normal retirement, only the normal forms of payment and a lump sum distribution are available. The lump sum distribution is equal to the participant's account balance at his benefit commencement date.
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age. Interest rate: Five percent (5%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

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

- Eligibility Attainment of age 65.
- Benefit Effective October 1, 2016, the amount of monthly benefits payable to a member is equal to \$48.00 times the number of his Credit Years.
During the period of October 1, 2017, through December 31, 2017 the amount of monthly benefits payable to a member is equal to \$60.00 times the number of his Credit Years.
Effective December 31, 2017, the accrued monthly retirement benefit has been frozen.

Early retirement

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

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

Late retirement

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

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

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

Effective date and plan year	Original plan: January 1, 1995 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Effective January 1, 2011, all benefits accrued under the Plan were frozen for legacy SHD Cash Balance participants.
Significant events that occurred during the year	None

Definitions

• Covered employees	Participants in the Baxter International Inc. and Subsidiary Pension Plan as of December 19, 1994 remained as participants in the Dade International Inc. Pension Plan. Participants in the Dade International Inc. Pension Plan as of November 6, 2007 remained as participants in the Siemens Healthcare Diagnostics Inc. Cash Balance Plan. Any employee of Siemens Healthcare Diagnostics Inc. that was not participating in the plan prior to November 6, 2007 is excluded from participation in the plan.
• Participation	First of month following one Year of Service.
• Year of service	Each plan year in which an employee earns 1,000 hours of service. Transferred participants from DuPont are credited with Years of Service under the DuPont Pension and Retirement Plan. Behring employees receive service from hire.
• Vesting service	Equals Years of service
• Credited service	Includes Years of service earned subsequent to participation in the Plan. Credited Service for Regular DuPont-transferred participants will only include Years of service after May 7, 1996. Behring employees receive service from hire.
• Pensionable earnings	Eligible compensation includes salary or regular pay, commission pay, bonuses, before-tax 401(k) contributions and flexible benefit plan contributions. Compensation excludes relocation expenses, education expenses, travel expenses, severance pay, business expenses, imputed income and interest on deferred bonus. Compensation shall not exceed the limit described in IRC Section 401(a)(17).
• Points	The sum of the number of full years of attained age and the number of full years of Vesting service. Vesting service used to determine Points for Regular DuPont Transferred Participants includes Years of service on or after May 7, 1996.
• Immediate cash balance annuity	Cash balance account divided by an immediate annuity factor based on age as of the commencement date, payable as a single life annuity.
• Deferred cash balance annuity	Cash balance account projected to age 65 using the most recent interest crediting rate divided by an age 65 immediate annuity factor, payable as a single life annuity.
• Cash balance account balance	The account is increased quarterly with Pay and Interest credits.

Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Normal retirement

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

Early retirement

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

Deferred Vested

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

Pre-retirement death

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

Form of benefits

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

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Lump sums IRC Section 417(e) mortality table for applicable year and interest based on 3-segment yield curve.
	All other forms of payment 10.00% interest and 1971 Group Annuity Mortality Table, weighted 75% male.

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

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Late retirement

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

• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).
Disability	
• Eligibility	A participant with 10 or more years of Vesting Service who becomes totally and permanently disabled during employment is entitled.
• Benefit	Unreduced accrued benefit payable at their disability retirement date.
Pre-retirement death	
• Benefit	- Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 60% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. - Spouses of active participants who die before reaching age 55 but after earning 10 years of Vesting Service are eligible to receive a deferred life annuity equal to 60% of the participant's accrued benefit, reduced to reflect an assumed election of the 60% joint and survivor option, beginning on or after the deceased participant's earliest retirement date. This benefit is reduced for payment before the participant's normal retirement date. - Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 60% of the accrued benefit, reduced in the same manner as (b) above. - Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 60% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).
• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service or was determined to be totally and permanently disabled after age 60 will be entitled to a lump sum death benefit of \$7,000.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	Level Income option

Schedule SB, Part V — Summary of Plan Provisions

	Contingent Annuitant Option with 60% or 66-2/3%. Reduction for the 60% joint and survivor benefit is 90% of the single life annuity reduced/(increased) by ½% for each full year in excess of five/(zero) that the spouse is younger/(older) than the participant.
Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

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

Definitions

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

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

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

Early retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

• Benefit	- Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 50% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. - The surviving spouse of an active participant who dies before reaching age fifty-five (55) but after earning ten (10) years of Vesting Service is eligible to receive a deferred life annuity equal to 50% of the participant's accrued benefit, beginning on the deceased participant's earliest retirement date. The benefit is not reduced for payment beginning before the deceased participant's normal retirement date. This benefit is reduced by ½% for each full year that the surviving spouse is younger than the deceased participant or increased by ½% for each full year the surviving spouse is older than the deceased participant. - Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 50% of the accrued benefit, reduced in the same manner as (b) above.
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Schedule SB, Part V — Summary of Plan Provisions

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

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

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

Miscellaneous

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

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

Definitions

• Type of plan	Cash balance plan
• Eligibility / Participation	Eligible employees become participants on January 1 following their date of hire. Leased contract and temporary employees not on the Tektronix payroll are excluded from the plan. Also excluded from the plan are employees covered by a collective bargaining agreement that excludes participation in the plan, employees that receive compensatory pay in lieu of retirement benefits. Effective January 1, 1998, the Tektronix Pension Plan and Grass Valley Pension Plan were merged to create the Tektronix Cash Balance Plan. Effective August 1, 2004, the plan was closed to new hires.
• Employee contributions	Not applicable.
• Earnings	Actual Base Pay earned and paid each month - same as 401(k) plan definition of pay. Reimbursement, fringe benefits, moving expenses, premium part of overtime pay, shift differential, bonuses, incentive pay, results sharing plan awards, severance or disability pay, salary continuation, other deferred compensation amounts and welfare benefits are excluded.
• Integration level	The integration level for the Cash Balance Plan pay credits is the Social Security Taxable Wage Base in effect for the Plan Year.
• Service	After 1/1/98, the elapsed time method is used.
• Initial account balance	An initial account was established for participants who were active employees on December 31, 1997.
• Pay credits	For active employees as of 12/31/97; 4.5% of Earnings plus 4.5% of Earnings in excess of the Social Security Taxable Wage Base. For employees hired or rehired after 12/31/97, 3.5% of Earnings plus 3.5% of Earnings in excess of the Social Security Taxable Wage Base. Effective December 31, 2008, ongoing pay credits ceased. Active participants at the time of the freeze received a one time enhancement of five times the value of the pay credit based on their 2008 compensation, payable not before the Normal Retirement Date.
• Interest credits	Nominal rate based on the One-Year Treasury Constant Maturity plus ½ of 1%, rounded up to the next highest quarter percent. Interest is credited to the Cash Balance Account monthly (1/12 of the nominal rate) with Pay Credits earned during the month weighted by one-half.
• Cash balance account	Equals the sum of the Initial Account Balance, Pay Credits and Interest Credits.

Schedule SB, Part V — Summary of Plan Provisions

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

Normal retirement

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

Early retirement

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

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

Schedule SB, Part V — Summary of Plan Provisions

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

- Transition factors

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

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

Deferred vested

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

- Benefit Accrued benefit

Disability Not applicable

Pre-retirement death

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits

Optional forms	- Lump Sum - Single Life Annuity - Joint & Survivor Annuity (50%, 66 2/3%, 75% or 100%) - Single Life Refund Annuity
Optional form conversion factors	Optional forms are actuarially equivalent to the Single Life Annuity GATT basis for Lump Sums and Refund Annuity, three-month lookback period, rates change monthly. “Plan factors” for Joint & Survivor Options.

Miscellaneous

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

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

Definitions

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

Normal retirement

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

Early retirement

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

Deferred vested

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

Disability

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

Pre-retirement death

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

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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

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

Definitions

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

Normal retirement

• Benefit	Accrued benefit
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Early retirement

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

Late retirement

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

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

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

Disability

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

Pre-retirement death

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

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually.

Miscellaneous

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

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
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Most recent amendment

Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None

Definitions

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

Normal retirement

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

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

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

Deferred vested

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

Disability

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

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

• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only), or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)

Schedule SB, Part V — Summary of Plan Provisions

Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually. Employees of Thomson Micron LLC: Mortality: 1984 Unisex Pensioners Mortality Table Interest rate: Immediate annuity interest assumption used by the PBGC for the calculation of lump sum distributions as of the first day of the plan year.
Miscellaneous	
Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Videojet Plan

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

Definitions

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

Normal retirement

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

Early retirement

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

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

Late retirement

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

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

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

Disability

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

Pre-retirement death

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

Form of benefits

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

Miscellaneous

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

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

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

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

• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.

Miscellaneous

• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.
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Benefits Included or Excluded

Unless noted above, all benefits provided by the plan, as restated effective January 1, 2020, and amended through Amendment #3, are included in this valuation.

- **Most recent plan amendments included:** Amendment #3.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
 - *Active participants:* The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
 - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

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

- **IRC Section 436 benefit restrictions:**

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

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

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

Plan provision changes since prior valuation

None

Schedule SB, line 24 — Change in Actuarial Assumptions

- Cash balance interest crediting rate was changed from 3.50% to 3.70% (for non-Tektronix), from 4.00% to 4.25% (for Tektronix), from 3.55% to 3.65% (for Pall), from 4.45% to 4.50% (for Thomson) and from 5.15% to 5.20% (for Siemens) for current year.
- Annuity conversion interest basis changed from 3.50% to 3.70%.
- Expected administrative expenses were decreased from \$7,700,000 to \$5,600,000.
- The expected investment return for funding was changed from 6.60% for 2023 to 6.45% for 2024.

Schedule SB, line 26 a) — Schedule of Active Participant Data**Distribution of active participants as of January 1, 2024**

Attained age	Years of vesting service ¹										Total
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	
Under 25											
25–29											
30–34			7	20							27
				2,235							
35–39			10	43	31						84
				3,354	7,599						
40–44			18	51	103	52					224
				5,134	11,529	16,802					
45–49			6	53	108	126	44	1			338
				6,636	15,718	23,258	23,126				
50–54			11	47	118	141	107	36	4		464
				9,080	16,668	29,066	38,788	56,551			
55–59			10	47	109	166	104	104	50	3	593
				8,212	19,740	28,987	45,624	77,046	67,267		
60–64			13	46	80	134	98	86	77	42	576
				9,346	25,752	37,829	46,051	95,252	92,691	84,167	
65–69			6	14	32	53	39	27	25	43	239
					24,702	50,489	73,594	70,739	70,356	187,191	
70 & up				2	11	8	7	9	2	15	54
Total			81	323	592	680	399	263	158	103	2,599
											32,610

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account on January 1, 2024 for those participants who have a cash balance. Average cash balance is not shown for cells with fewer than 20 participants.

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