

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [X] 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. [X]
D Check box if filing under: [X] 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: SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/2018
2a Plan sponsor's name (employer, if for a single-employer plan): SIEMENS MEDICAL SOLUTIONS USA, INC.
2b Employer Identification Number (EIN): 22-2417778
2c Plan Sponsor's telephone number: 888-826-9702
2d Business code (see instructions): 551112

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor BENEFITS ADMINISTRATIVE COMMITTEE C/O BENEFITS DEPT 40 LIBERTY BOULEVARD MALVERN, PA 19355	3b Administrator's EIN 22-2417778 3c Administrator's telephone number 888-826-9702
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4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
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5 Total number of participants at the beginning of the plan year	5	9173
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	2929
a(2) Total number of active participants at the end of the plan year	6a(2)	2721
b Retired or separated participants receiving benefits.....	6b	2319
c Other retired or separated participants entitled to future benefits	6c	3427
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	8467
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	283
f Total. Add lines 6d and 6e	6f	8750
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	4

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

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

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

a Pension Schedules

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

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

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

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

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

b General Schedules

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

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

(3) **A** (Insurance Information) – Number Attached 0

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

A Name of plan <u>SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>SIEMENS MEDICAL SOLUTIONS USA, INC.</u>	D Employer Identification Number (EIN) <u>22-2417778</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>789904447</u>
	b Actuarial value	2b	<u>789904447</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>2591</u>	<u>410357808</u>
	b For terminated vested participants	<u>3870</u>	<u>175042146</u>
	c For active participants	<u>2767</u>	<u>229851763</u>
	d Total	<u>9228</u>	<u>815251717</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.11 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>2977664</u>
	c Target normal cost	6c	<u>2977664</u>

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

SIGN HERE Signature of actuary <u>WILLIAM C. WALTER, JR., E.A.</u> Type or print name of actuary <u>WILLIS TOWERS WATSON US LLC</u> Firm name <u>200 LIBERTY STREET</u> <u>NEW YORK, NY 10281</u> Address of the firm	<u>09/17/2025</u> Date <u>23-05710</u> Most recent enrollment number <u>212-915-8888</u> Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	123763860
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	20462427
9	Amount remaining (line 7 minus line 8)	0	103301433
10	Interest on line 9 using prior year's actual return of <u>8.17</u> %	0	8439727
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		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	111741160

Part III Funding Percentages			
14	Funding target attainment percentage	14	83.16 %
15	Adjusted funding target attainment percentage	15	83.16 %
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	80.00 %
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		
09/11/2025	25000000	0					
			Totals ▶	18(b)	25000000	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	22975522
20	Quarterly contributions and liquidity shortfalls:		
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:		

Liquidity shortfall as of end of quarter of this plan year				
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th	
0	0	0	0	

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

21 Discount rate:

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

22 Weighted average retirement age **22** 64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	31a	2977664
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	137253064	13346761
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	16324425
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	0	14215212
36 Additional cash requirement (line 34 minus line 35)	36	2109213
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	22975522

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	20866309
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	38b	14215212

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40 Unpaid minimum required contributions for all years	40	0

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

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

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

A Name of plan SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SIEMENS MEDICAL SOLUTIONS USA, INC.	D Employer Identification Number (EIN) 22-2417778	

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

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

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

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

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

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

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

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

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

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: ERNST & YOUNG LLP	b EIN: 34-6565596
c Position: AUDITOR	
d Address: 99 WOOD AVENUE SOUTH-METROPARK ISELIN, NJ 08830-0471	e Telephone: 732-516-4200

Explanation: ERNST & YOUNG LLP WAS REPLACED AS THE CORPORATE AUDITOR FOR THE PLAN SPONSOR AND ITS AFFILIATES. AS A RESULT, THE PLAN REVIEWED ALTERNATE AUDIT FIRMS AND ULTIMATELY ENGAGED A NEW INDEPENDENT ACCOUNTANT OFFERING COMPARABLE SERVICES AT A LOWER COST.

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SIEMENS MEDICAL SOLUTIONS USA, INC.</u>	D Employer Identification Number (EIN) <u>22-2417778</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>MASTER TRUST FOR SMS PENSION PLAN</u>		
b Name of sponsor of entity listed in (a):	<u>SIEMENS MEDICAL SOLUTIONS USA, INC.</u>		
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)	
<u>82-4408790-001</u>	<u>M</u>		<u>745229585</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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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)
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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)
-----------------	----------------------	---

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	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 SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SIEMENS MEDICAL SOLUTIONS USA, INC.	D Employer Identification Number (EIN) 22-2417778

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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	25000000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	789576164	745229585
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	789576164	770229585
Liabilities			
g Benefit claims payable.....	1g	2915703	2036861
h Operating payables.....	1h	166160	155479
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	3081863	2192340
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	786494301	768037245

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)	25000000	
(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)		25000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		27413633
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		52413633

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	70870689	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		70870689
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		0
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		70870689

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-18457056
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: **DOPKINS AND COMPANY LLP**

(2) EIN: **16-0929175**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?	X		1500000
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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 546828.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SIEMENS MEDICAL SOLUTIONS USA, INC.</u>	D Employer Identification Number (EIN) <u>22-2417778</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 25-1904503

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	310
--	---	-----

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

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

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

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

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 10.7 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 79.3 %
 High-Yield Debt: 5.4 % Real Assets: 0.0 % Cash or Cash Equivalents: 4.6 % Other: 0.0 %

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

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

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

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

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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

**SIEMENS MEDICAL SOLUTIONS USA,
INC. PENSION PLAN**

**Financial Statements
with Independent Auditor's Reports**

December 31, 2024 and 2023

CONTENTS

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS	1 – 3
<hr/>	
FINANCIAL STATEMENTS	
Statements of net assets available for benefits	4
Statements of changes in net assets available for benefits	5
Notes to financial statements	6 - 20

INDEPENDENT AUDITOR'S REPORT

The Members Siemens Medical Solutions USA, Inc.
Administrative Committee and Investment Committee

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements

We have performed an audit of the financial statements of Siemens Medical Solutions USA, Inc. 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 statement of net assets available for benefits as of December 31, 2024, the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit 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 audit 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 a certification from a qualified institution as of December 31, 2024, and for the year then ended, stating that the certified investment information, as described in Note 8 to the financial statements, is complete and accurate.

Opinion on the 2024 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2024 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 (U.S. GAAP).
- 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 on the 2024 Financial Statements

We conducted our audit 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 2024 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 audit. 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 2024 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 2024 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements 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 audit 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 - Auditor's Report on the 2023 Financial Statements

Predecessor auditors performed an audit of the 2023 financial statements of the Plan. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by a qualified institution. Their report dated October 4, 2024 indicated that (a) the amounts and disclosures in the 2023 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2023 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).

As discussed in Note 9 to the financial statements, the Plan Administrator revised its interpretation of Subtopic 820-10 and determined that commingled funds measured at net asset value per share did not meet the definition of readily determinable fair value. We audited the adjustments necessary to restate the 2023 fair value hierarchy table as further disclosed in Note 6. In our opinion, such adjustments are appropriate and have been properly applied.

Dopkins & Company, LLP

CERTIFIED PUBLIC ACCOUNTANTS

October 10, 2025

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	2024	2023
ASSETS		
Investment in the net assets of the Master Trust for Siemens Medical Solutions USA, Inc. Pension Plans	\$ 745,229,585	\$ 789,576,164
Contribution receivable	<u>25,000,000</u>	-
Total assets	<u>770,229,585</u>	<u>789,576,164</u>
LIABILITIES		
Accrued plan expenses	<u>155,479</u>	<u>166,160</u>
Net assets available for benefits	<u>\$ 770,074,106</u>	<u>\$ 789,410,004</u>

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years Ended December 31, 2024 and 2023

	2024	2023
Additions to net assets attributed to:		
Change in interest in the net assets of the Master Trust for Siemens Medical Solutions USA, Inc. Pension Plans	\$ 30,464,740	\$ 62,969,328
Employer contributions	25,000,000	-
Total additions	55,464,740	62,969,328
Deductions from net assets attributed to:		
Benefits paid	71,749,531	82,670,867
Plan expenses	3,051,107	4,148,751
Total deductions	74,800,638	86,819,618
Net decrease in net assets available for benefits	(19,335,898)	(23,850,290)
Net assets available for benefits:		
Beginning of year	789,410,004	813,260,294
End of year	\$ 770,074,106	\$ 789,410,004

NOTES TO FINANCIAL STATEMENTS

Note 1. Description of Plan

The following description of the Siemens Medical Solutions USA, Inc. Pension Plan (the Plan or SMS Pension Plan) is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions. Certain groups of employees who participated in pension plans that have been merged into the Plan may be subject to terms and conditions that differ from those described below.

General:

The Plan is a cash balance defined benefit plan sponsored by Siemens Medical Solutions USA, Inc. (the Company), an indirectly majority-owned subsidiary of Siemens Aktiengesellschaft (Siemens AG). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

The investments of the Plan are held in The Master Trust for Siemens Medical Solutions USA, Inc. Pension Plans (the Master Trust). The investment assets of the Master Trust were held by JPMorgan Chase Bank, N.A. (Trustee) at December 31, 2024 and 2023. The Master Trust also holds the investments of the Siemens Healthcare Diagnostics Inc. Puerto Rico Pension Plan (Puerto Rico Plan), another defined benefit plan sponsored by the Company. The participating plans of the Master Trust have an undivided interest in the net assets of the Master Trust.

Plan participants primarily were originally enrolled and accrued benefits upon meeting the eligibility provisions of other defined benefit plans sponsored by an entity affiliated to the Company through common ownership. Participation in the Plan is closed to new entrants. Benefits under the Plan were generally frozen under these prior plans (except for interest credits under the cash balance formulas of the Plan as discussed below).

Administration:

The Administrative Committee is responsible for administering the Plan's operations and the Investment Committee is responsible for monitoring investments by the Master Trust and the Plan.

Pension benefits:

Generally, benefits are determined using a cash balance formula and a final average pay formula as described herein. Benefits for certain participants are determined based on a formula other than a cash balance or final average pay formula.

Participants subject to the cash balance formula receive a monthly interest credit. The interest credit, which is a percentage of the participant's monthly beginning balance, is based on the annual interest rate of the 30-year U.S. Treasury bonds as of August of the previous year, subject to a minimum annual interest rate of 4.06%, for most participants. The annual interest rate of the 30-year U.S. Treasury bonds of 4.28% was provided in 2024. The minimum annual interest rate was provided, as applicable, in 2023, otherwise the annual interest crediting rate was 3.13%.

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 1. Description of Plan (Continued)

Pension benefits (continued):

Prior to benefits being frozen, participants under the cash balance formula received pay credits based on the participant's years of vesting service, pay and the level of contribution applicable to his or her employing company. Pay credits increased as the participant's pay and service increased. Participants who have a vested benefit under the cash balance formula may elect either a lump-sum payment or, if the present value of the benefit is greater than \$7,000 (\$5,000 prior to January 1, 2024), monthly annuity payments.

Participants who have a benefit under the final average pay formula are entitled to an annual pension benefit beginning at normal retirement age, which is the later of (i) attainment of age 65 or (ii) generally the completion of at least five years of employment or at least five years of participation. The annual pension under the final average pay formula is the greater of (i) 1.125% of the first \$12,000 of the participant's average final compensation, as defined by the Plan, plus 1.5% of the portion of the participant's average final compensation in excess of \$12,000, multiplied by the number of years and completed months, expressed as a fraction of a year, of benefit service or (ii) the minimum benefit, as defined by the Plan, for employees entitled to such benefit, all based on compensation and years of service prior to the date benefits were frozen.

Alternate benefits are available to certain participants who qualify based on certain provisions, as specified in the Plan. If the present value of the vested benefit under the final average pay formula is less than \$7,000, the Plan provides for the automatic lump-sum payment of pension benefits to participants upon their termination of employment. If the amount of the distribution is between \$1,000 and \$7,000 and if the participant does not elect to receive the distribution directly or to have the amount distributed as an eligible rollover, the Plan Administrator will direct that the amount be directly rolled over to an individual retirement plan designated by the Plan Administrator.

The final average pay formula of the Plan permits early retirement at a reduced benefit provided the participant has reached age 55 and has completed at least ten years of employment at the time of retirement. The reduction factors for early retirement under the final average pay formula are shown in the table below. There is no reduction in benefits for early retirement for participants that are age 62 and older when payments start.

Final Average Pay Reduction Factors	
Age When Payments Start	Total Monthly Reduction %
62 or later	-%
61	5
60	10
59	16
58	22
57	28
56	34
55	40

NOTES TO FINANCIAL STATEMENTS

Note 1. Description of Plan (Continued)

Pension benefits (continued):

Under the cash balance formula, if a participant dies while employed, the participant's beneficiary can leave the benefit in the Plan until a later date, or can receive the benefit as a lump sum or as a single-life annuity payable for the life of the beneficiary based on the beneficiary's age when benefits begin.

Under the final average pay formula, if a participant dies while still employed or before the plan benefits commence, the participant's spouse or qualified domestic partner will receive an annuity payment for life equal to the 50% joint and survivor annuity benefit, not to be less than \$360 per year. If the spouse or qualified domestic partner is more than 15 years younger than the participant, the minimum yearly pension benefit of \$360 is reduced by 1% point for each year, or fraction thereof, by which the difference in age exceeds 15 years. If a retired participant receiving benefits dies, the surviving spouse or qualified domestic partner shall receive 50% of the pension which the participant would receive unless the participant has chosen one of the other optional forms of payment provided under the Plan.

If a participant becomes disabled and ends his/her employment, the cash balance account can be payable as a monthly annuity or a lump-sum payment.

Prior to benefits being frozen, if a participant with a benefit under the final average pay formula incurred a total and permanent disability and (a) had workers' compensation payable in connection with the disability or (b) had completed at least ten years of service, the disability period was treated as benefit service and employment. Disability service ended on the earliest of the date on which the participant recovered, upon the participant's death, or upon the commencement of retirement benefits. Effective December 31, 2010, any participant who was out on a total and permanent disability ceased accruing any benefits but will, up to the earlier of the time the participant starts to receive his or her benefit or reaches age 65, continue to receive credit towards meeting any early retirement requirements under the final average pay formula.

Note 2. Summary of Significant Accounting Policies

Basis of accounting:

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

Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits and changes therein in the financial statements and accompanying notes. Actual results could differ from those estimates.

NOTES TO FINANCIAL STATEMENTS

Note 2. Summary of Significant Accounting Policies (Continued)

Risks and uncertainties:

The Plan invests in various types of 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 that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

The Investment Committee has diversified the net assets of the Master Trust with the intention of appropriately addressing significant concentrations of risk. The Master Trust's net assets were managed as separate investment funds by multiple investment advisers during the years ended December 31, 2024 and 2023, respectively.

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

Investment valuation and income recognition:

The investments of the Master Trust are recorded at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Committee reviews the Plan's valuation policies utilizing information provided by the Trustee and investment advisers. See Note 9 for discussion of the Master Trust's fair value measurements.

The Plan determined the fair value of its interest in the Master Trust on a daily weighted-average basis. The Plan's interest for the Master Trust was calculated as follows: the Plan's beginning value; plus contributions invested and assets transferred in; less distributions paid and assets transferred out; and is adjusted for allocated total investment income (loss). Total investment income (loss) of the Master Trust, net of investment expenses, is allocated to the Plan based on the daily weighted-average basis of the Plan's interest in the Master Trust.

Total investment income (loss) is reduced for certain investment-related fees and expenses, as further described herein, of the Master Trust. The Master Trust's significant accounting policies related to total investment income (loss) are as follows: purchases and sales of securities are recorded on a trade-date basis; interest income is recorded on the accrual basis; dividends on the applicable ex-dividend date; and net appreciation (depreciation) in fair value of investments based on gains and losses on investments bought and sold as well as held during the year.

Payment of benefits:

Benefit payments to participants are recorded when paid.

NOTES TO FINANCIAL STATEMENTS

Note 2. Summary of Significant Accounting Policies (Continued)

Annuity arrangements:

From time to time, the Plan may enter into annuity purchase transactions with insurance companies. The transactions consist of annuity contracts that are purchased from an insurance company in an amount equal to accumulated plan benefits of certain participants. The obligation for payment of such benefits transfers to the insurance company. Accordingly, transactions related to annuity contracts, other than those related to the purchase of annuity contracts from the Plan's assets are excluded from these financial statements. No such transactions occurred in 2024 or 2023.

Plan and master trust expenses:

Only expenses of the Plan that are permitted to be charged to the Plan and Master Trust, in accordance with applicable law and with the provisions of the respective plan documents and Master Trust Agreement, are charged to the Plan and Master Trust. Expenses related to the Master Trust are recorded as direct expenses of the Master Trust and not as direct expenses of the Plan. The Plan's direct expenses primarily are related to insurance premiums paid to the Pension Benefit Guaranty Corporation (PBGC), recordkeeping, benefit processing and certain other administrative items. Master Trust direct expenses primarily relate to investment advisory, trustee and custodial services. Expenses attributed to a specific plan are charged to that plan only. Expenses that are paid directly by the Company are excluded from these financial statements.

Subsequent events:

Management evaluated subsequent events for the Plan through October 10, 2025, which is the date the financial statements were available to be issued.

Note 3. Funding Policy

The Plan is generally funded solely by contributions made by the Company and its affiliates whose employees participated in the Plan. Employee contributions are not required or permitted under the Plan.

Contributions are determined annually based on actuarial valuations of the Plan by Willis Towers Watson US LLC (Willis Towers Watson), an independent consulting actuary. The Plan's funding policy is for the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirement. The minimum funding requirements of ERISA were met for 2024 and 2023.

NOTES TO FINANCIAL STATEMENTS

Note 4. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits represent the actuarial present value of estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions for employee services already rendered. Accumulated plan benefits include benefits expected to be paid to (i) retired or terminated employees or their beneficiaries; (ii) beneficiaries of employees who have died and (iii) present employees or their beneficiaries. Benefits under the Plan are based on employees' average compensation during the last five years of credited service or the total cash compensation during the year. The accumulated plan benefits for active employees are based on their average compensation during the four years ending on the date as of which the benefit information is presented (the valuation date) or the total cash compensation during the year. Benefits payable under all circumstances (i.e., retirement, death, disability and termination of employment) are included, to the extent they are deemed attributable to employees' service rendered and compensation received up to the valuation date.

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

The more significant actuarial assumptions used in the valuation for December 31, 2023 and 2022 were:

1. Life expectancy of participants – the Pri-2012 mortality table with a fully generational projection from the 2012 base tables using the 2025 and 2024 US SSA Intermediate long-term rate of improvement scale for December 31, 2023 and 2022, respectively. A blue collar adjustment to the Pri-2012 was made for union participants.
2. Expected rate of return – 6.15% and 5.60% as of December 31, 2023 and 2022, respectively.
3. Weighted-average retirement age – 64 for salaried participants and 62 for union participants.
4. Cash balance interest crediting rate of 4.28% for salaried and union employees for 2024, and 4.06% for salaried employees and 3.50% for union employees for 2025 and thereafter.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue even though benefits are frozen. If the Plan is terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The computations of the actuarial present value of accumulated plan benefits as of December 31, 2023 were made as of January 1, 2024. Had the valuations been performed as of December 31, 2023, there would be no material differences.

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 4. Actuarial Present Value of Accumulated Plan Benefits (Continued)

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

Vested benefits:	
Active participants	\$ 217,058,433
Participants and beneficiaries currently receiving payments	382,942,611
Terminated vested participants	166,775,077
Nonvested benefits	389,800
Total actuarial present value of accumulated plan benefits	<u>\$ 767,165,921</u>

The changes in the actuarial present value of accumulated plan benefits during the year ended December 31, 2023 are as follows:

Actuarial present value of accumulated plan benefits at beginning of year	<u>\$ 831,017,234</u>
Increase (decrease) during the year attributable to:	
Actuarial loss	1,385,886
Decrease in discount period	44,253,711
Actual benefits paid	(82,670,867)
Assumption changes	<u>(26,820,043)</u>
Net decrease	<u>(63,851,313)</u>
Actuarial present value of accumulated plan benefits at end of year	<u>\$ 767,165,921</u>

The changes in the assumptions are generally related to the change in mortality improvements and a change in the expected rate of return.

Note 5. Plan Termination

Even though the Plan is frozen, the Company intends to continue the Plan indefinitely without interruption, but reserves the right to discontinue the Plan at any time. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

- a. Benefits attributable to employee contributions, taking into account those paid out before termination.
- b. Annuity benefits that former participants or their beneficiaries have been receiving for at least three years, or that participants eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under the Plan's provisions in effect at any time during the five years preceding the Plan's termination.
- c. Other vested benefits insured by the PBGC up to the applicable limitations
- d. All other vested benefits (that is, vested benefits not insured by the PBGC).

NOTES TO FINANCIAL STATEMENTS

Note 5. Plan Termination (Continued)

- e. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees. That ceiling, which is adjusted periodically, applies to pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at the time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the Company and the level of benefits guaranteed by the PBGC.

Note 6. Parties-in-Interest

A party-in-interest is defined under the Department of Labor's regulations as any fiduciary of a plan, any party rendering services to a plan, the employer, certain participants, and others.

The Trustee serves as the custodian for certain investments in which the Master Trust participates. Therefore, transactions within these investments and transactions with the Trustee qualify as party-in-interest transactions.

Alight Solutions, LLC provides recordkeeping services to the Plan and, in addition to various other service providers, provides certain other administrative services to the Plan. Willis Towers Watson provides actuarial services to the Plan. The Master Trust receives investment advisory services and certain other trust and custodial administrative services from various service providers. Therefore, transactions with these various service providers qualify as party-in-interest transactions.

Note 7. Tax Status

The Internal Revenue Service (IRS) has determined and informed the Company by a letter dated July 23, 2019, that the Plan qualifies for tax-exempt status pursuant to the provisions of Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related Trust is exempt from taxation. Subsequent to receiving the determination letter, the Plan was amended. Accordingly, no provision has been made for Federal income taxes.

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 7. Tax Status (Continued)

Accounting principles generally accepted in the United States of America 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. The Plan Administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

Note 8. Information Certified by the Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the years then ended, included throughout the Plan's financial statements, obtained by management and agreed to or derived from information certified by the Trustee. The Plan Administrator has obtained certifications from the Trustee that information provided to the Plan Administrator by the Trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information which appears throughout the financial statements related to the following assets:

	2024	2023
As of December 31:		
Interest in the net assets of the Master Trust	<u>\$ 745,517,109</u>	<u>\$ 789,904,447</u>
Year ended December 31:		
Change in Plan's interest in the net assets of the Master Trust	<u>\$ 30,451,981</u>	<u>\$ 62,879,341</u>

The statements of net assets available for benefits report the Plan's interest in the net assets of the Master Trust, which includes \$287,524 and \$300,283 (as of December 31, 2024 and 2023, respectively) of accrued expenses of the Master Trust and \$28,000 (as of December 31, 2023) of an amount due to another plan within the Master Trust. that are not included in the amount certified. The statements of changes in net assets available for benefits report the change in the Plan's interest in the net assets of the Master Trust, which includes (\$12,759) and (\$89,987) (years ended December 31, 2024 and 2023, respectively) of net Master Trust expenses that are not included in the amount certified.

Note 9. Investments in the Master Trust

The Master Trust held investments for the Plan and the Puerto Rico Plan at December 31, 2024 and 2023. Each participating plan has a proportionate interest in the Master Trust. The Plan's proportionate interest in the Master Trust's net assets at December 31, 2024 and 2023 was 99.42% and 99.44%, respectively. The proportionate interest in the Master Trust is calculated in accordance with the methodology described in Note 2.

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 9. Investments in the Master Trust (Continued)

The following tables present the net assets of the Master Trust at:

	December 31, 2024	
	SMS Pension Plan	Total Master Trust
ASSETS		
Investments at fair value:		
Fixed income securities:		
U.S. government and municipal bonds	\$ 96,085,374	\$ 96,649,955
Bonds – U.S. corporate, asset-backed and mortgage-backed	406,011,866	408,397,522
Foreign bonds	57,803,954	58,143,600
	<u>559,901,194</u>	<u>563,191,077</u>
Commingled funds	79,770,775	80,239,494
Registered investment funds	101,796,709	102,394,849
Total investments at fair value	<u>741,468,678</u>	<u>745,825,420</u>
Cash, non-interest bearing	245,966	247,411
Receivables for securities sold and accrued income	7,556,894	7,601,297
Total assets	<u>749,271,538</u>	<u>753,674,128</u>
LIABILITIES		
Payables for securities purchased, accrued liabilities and other	(4,041,953)	(4,065,701)
Net assets	<u>\$ 745,229,585</u>	<u>\$ 749,608,427</u>

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 9. Investments in the Master Trust (Continued)

	December 31, 2023	
	SMS Pension Plan	Total Master Trust
ASSETS		
Investments at fair value:		
Fixed income securities:		
U.S. government and municipal bonds	\$ 93,267,639	\$ 93,790,622
Bonds – U.S. corporate, asset-backed and mortgage-backed	501,812,618	504,626,451
Foreign bonds	73,335,878	73,747,097
	<u>668,416,135</u>	<u>672,164,170</u>
Commingled funds	98,491,395	99,043,669
Registered investment funds	22,342,258	22,467,539
Total investments at fair value	<u>789,249,788</u>	<u>793,675,378</u>
Cash, non-interest bearing	543,599	546,647
Receivables for securities sold and accrued income	7,129,225	7,169,201
Total assets	<u>796,922,612</u>	<u>801,391,226</u>
LIABILITIES		
Payables for securities purchased, accrued liabilities and other	(7,346,448)	(7,359,485)
Net assets	<u>\$ 789,576,164</u>	<u>\$ 794,031,741</u>

The following is the Master Trust's total investment income for the years ended December 31, 2024 and 2023:

	2024	2023
Investment income:		
Net appreciation in fair value of investments	\$ 2,877,401	\$ 35,967,928
Other investment income	28,933,355	28,695,022
	<u>31,810,756</u>	<u>64,662,950</u>
Less investment expenses	1,175,228	1,343,950
Total investment income	<u>\$ 30,635,528</u>	<u>\$ 63,319,000</u>

NOTES TO FINANCIAL STATEMENTS

Note 9. Investments in the Master Trust (Continued)

Fair value measurements:

The Company defines fair value as the exchange price that would be received for an asset or paid for a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The Company utilizes a fair value hierarchy which requires each Plan to maximize the use of observable inputs and minimize unobservable inputs when determining fair value and also establishes three levels of classifications.

As such, the hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy in Accounting Standards Codification (ASC) 820 are described below:

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

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

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

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

The level in the fair value hierarchy within which the fair value measurement is classified 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 methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024, and 2023.

Fixed Income Securities: Investments are valued utilizing data furnished by an independent pricing service, incorporating various inputs such as benchmark curves, benchmarking of like securities, matrix pricing, model processes such as the Option Adjusted Spread model to assess interest rate impact of and develop prepayment scenarios. Both models and processes take into account market conventions.

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 9. Investments in the Master Trust (Continued)

Commingled Funds: Valued at the net asset value (NAV) of units of a collective trust. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is primarily based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. These investments have no redemption restrictions or unfunded commitments.

Registered Investment Funds: Registered investment funds are open-end mutual funds valued at the daily closing price as reported by the fund. These funds are required to publish their daily NAV and to transact at that price. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. The funds held by the Plan are deemed to have a readily determinable fair value.

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 its valuation methods are appropriate and consistent with other market participants, the use of different methodologies and assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level within the fair value hierarchy the Master Trust's investments at fair value as of December 31, 2024 and 2023, respectively:

	2024			
	Level 1	Level 2	Level 3	Total
Fixed income securities	\$	- \$ 563,191,077	\$	- \$ 563,191,077
Registered investment funds	102,394,849	-	-	102,394,849
	<u>\$ 102,394,849</u>	<u>\$ 563,438,488</u>	<u>\$</u>	<u>665,585,926</u>
Commingled funds measured at NAV ^(a)				<u>80,239,494</u>
Investments at fair value				<u>\$ 745,825,420</u>

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 9. Investments in the Master Trust (Continued)

	2023			Total
	Level 1	Level 2	Level 3	
Fixed income securities	\$ -	\$ 672,164,170	\$ -	\$ 672,164,170
Registered investment funds	22,467,539	-	-	22,467,539
	<u>\$ 22,467,539</u>	<u>\$ 672,164,170</u>	<u>\$ -</u>	<u>694,631,709</u>
Commingled funds measured at NAV ^(a)				<u>99,043,669</u>
Investments at fair value				<u>\$ 793,675,378</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in the table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

During 2024, the Plan Administrator revised its interpretation of Subtopic 820-10 and determined that collective trust funds measured at NAV per share did not meet the definition of readily determinable fair value. In accordance with Subtopic 820-10, these investments have not been classified in the fair value hierarchy. The presentation in the above table as of December 31, 2023 has been adjusted to match 2024 presentation, with no effect on the 2023 statement of net assets available for benefits or the statement of changes in net assets available for benefits.

Note 10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the Plan statements of net assets available for benefits to the Plan Form 5500 as of December 31, 2024 and 2023:

	2024	2023
Net assets available for benefits per the financial statements	\$ 770,074,106	\$ 789,410,004
Less amounts allocated to withdrawing participants	<u>(2,036,861)</u>	<u>(2,915,703)</u>
Change in the Plan's interest in the net assets of the Master Trust	<u>\$ 768,037,245</u>	<u>\$ 786,494,301</u>

The following is a reconciliation of the decrease per the Plan statements of changes in net assets available for benefits to the Plan Form 5500 for the years ended December 31, 2024 and 2023:

	2024	2023
Net decrease in net assets available for benefits per the financial statements	\$ (19,335,898)	\$ (23,850,290)
Change in the amounts allocated to withdrawing participants	<u>878,842</u>	<u>(1,548,928)</u>
Net decrease per Form 5500	<u>\$ (18,457,056)</u>	<u>\$ (25,399,218)</u>

SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

Note 10. Reconciliation of Financial Statements to Form 5500 (Continued)

Amounts allocated to withdrawing participants are recorded on the Form 5500 for benefit claims that have been processed and approved for payment prior to December 31 of the fiscal year, but not yet paid as of that date. The change in amounts allocated to withdrawing participants represent the reconciling item related to benefits paid from these financial statements to the Form 5500.

* * * * *

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024 Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	16	7	0	0	0	0	0	0	0	0	23
40-44	6	62	84	5	2	0	0	0	0	0	0	159
45-49	10	84	251	49	5	0	0	0	0	0	0	399
50-54	11	86	303	86	18	5	0	0	0	0	0	509
55-59	9	72	333	115	51	84	3	0	0	0	0	667
60-64	8	52	268	102	65	141	37	9	0	0	0	682
65-69	2	16	109	31	28	36	19	17	10	0	0	268
70 & over	1	1	19	11	5	7	4	9	3	0	0	60
Total	47	389	1,374	399	174	273	63	35	13	0	0	2,767

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024 Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	0	16	7	0	0	0	0	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	-	10,275
40-44	6	62	84	5	2	0	0	0	0	0	0	159
	-	10,951	20,873	-	-	-	-	-	-	-	-	17,181
45-49	9	84	251	49	5	0	0	0	0	0	0	398
	-	13,992	30,534	72,644	-	-	-	-	-	-	-	31,713
50-54	11	86	303	86	18	5	0	0	0	0	0	509
	-	16,916	37,591	96,151	-	-	-	-	-	-	-	47,670
55-59	9	71	331	115	51	84	3	0	0	0	0	664
	-	22,322	48,002	107,528	153,395	204,531	-	-	-	-	-	83,984
60-64	8	48	260	99	64	139	29	9	0	0	0	656
	-	21,587	53,597	119,184	165,059	244,505	259,492	-	-	-	-	124,747
65-69	2	16	106	30	27	31	16	15	10	0	0	253
	-	-	50,798	118,519	203,036	259,430	-	-	-	-	-	144,813
70 & over	1	1	19	11	3	3	4	8	2	0	0	52
	-	-	-	-	-	-	-	-	-	-	-	200,223
Total	46	384	1,361	395	170	262	52	32	12	0	0	2,714
	28,207	17,402	41,836	103,547	158,644	233,898	313,168	309,552	-	-	-	82,720

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024
Number and average annual frozen benefit distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ³										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
45-49	2	0	0	0	0	0	0	0	0	0	0	2
	-	-	-	-	-	-	-	-	-	-	-	-
50-54	0	0	1	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-	-
55-59	0	2	1	0	1	0	0	0	0	0	0	4
	-	-	-	-	-	-	-	-	-	-	-	-
60-64	0	3	7	2	1	2	8	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	-	25,770
65-69	0	0	3	1	1	5	3	2	0	0	0	15
	-	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	0	0	0	2	4	0	1	1	0	0	8
	-	-	-	-	-	-	-	-	-	-	-	-
Total	2	5	12	3	5	11	11	3	1	0	0	53
	-	-	-	-	-	-	-	-	-	-	-	27,601

³ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions	
Interest rate basis	
• Applicable month	December
• Interest rate basis	Full Yield Curve
Interest rates	
• 10-year rate	5.13%
• 20-year rate	5.22%
• 30-year rate	5.17%
• Effective interest rate	5.11%
<p>As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.</p>	
Annual rates of increase	
• Cash balance interest crediting rate for former SPP participants	4.28% for 2024 and 4.06% for 2025 and thereafter
• Cash balance interest crediting rate for former SPPU participants	4.28% for 2024 and 3.50% for 2025 and thereafter
• Employee contribution interest rate	2.00%
• Compensation	N/A
• Future Social Security wage base	N/A
• Statutory limits on compensation	N/A
Plan-related expenses	\$2,977,664 based on prior year's actual expenses, adjusted for the change in expected PBGC premium from the prior to the current year.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions																							
Inclusion date	The valuation date coincident with or next following the date on which the employee is hired																						
New or rehired employees	It was assumed there will be no new or rehired employees.																						
Mortality	Separate IRS-prescribed non-annuitant and annuitant tables based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).																						
Termination	Rates vary by age																						
	<table border="1"> <thead> <tr> <th colspan="2">Representative Termination Rates</th> </tr> <tr> <th colspan="2">Percentage leaving during the year</th> </tr> <tr> <th>Attained Age</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>21</td> <td>12.0%</td> </tr> <tr> <td>25</td> <td>12.0%</td> </tr> <tr> <td>30</td> <td>12.0%</td> </tr> <tr> <td>35</td> <td>6.0%</td> </tr> <tr> <td>40</td> <td>5.0%</td> </tr> <tr> <td>45</td> <td>5.0%</td> </tr> <tr> <td>50</td> <td>4.0%</td> </tr> <tr> <td>55</td> <td>4.0%</td> </tr> </tbody> </table>	Representative Termination Rates		Percentage leaving during the year		Attained Age	Rate	21	12.0%	25	12.0%	30	12.0%	35	6.0%	40	5.0%	45	5.0%	50	4.0%	55	4.0%
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<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<table border="1"> <thead> <tr> <th colspan="2">Representative Termination Rates</th> </tr> <tr> <th colspan="2">Percentage leaving during the year</th> </tr> <tr> <th>Attained Age</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>21</td> <td>19.2%</td> </tr> <tr> <td>25</td> <td>16.0%</td> </tr> <tr> <td>30</td> <td>11.6%</td> </tr> <tr> <td>35</td> <td>8.4%</td> </tr> <tr> <td>40</td> <td>6.0%</td> </tr> <tr> <td>45</td> <td>4.4%</td> </tr> <tr> <td>50</td> <td>4.0%</td> </tr> </tbody> </table>	Representative Termination Rates		Percentage leaving during the year		Attained Age	Rate	21	19.2%	25	16.0%	30	11.6%	35	8.4%	40	6.0%	45	4.4%	50	4.0%		
Representative Termination Rates																							
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Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Disability	Rates vary by age and gender		
	Representative Disability Rates		
	Percentage becoming disabled during the year		
	Age	Males	Females
	25	0.03%	0.03%
	30	0.03%	0.04%
	35	0.04%	0.07%
	40	0.08%	0.13%
	45	0.16%	0.24%
	50	0.33%	0.40%
55	0.69%	0.64%	
60	1.15%	0.90%	
65	0.00%	0.00%	
Retirement for active participants	Rates vary by age, average age 64.		
	For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.		
	Percentage retiring during the year		
	Age	Rate	
	55	4.00%	
	56	4.00%	
	57	5.00%	
	58	5.00%	
	59	6.00%	
	60	8.00%	
	61	8.00%	
	62	9.00%	
	63	10.00%	
	64	10.00%	
	65	20.00%	
	66	25.00%	
	67	25.00%	
	68	20.00%	
	69	22.00%	
	70	100.00%	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	Percentage retiring during the year	
	Age	Rate
	55	5.00%
	56	5.00%
	57	8.00%
	58	8.00%
	59	10.00%
	60	10.00%
	61	15.00%
	62	30.00%
	63	20.00%
	64	10.00%
	65	25.00%
	66	30.00%
	67	25.00%
68	15.00%	
69	15.00%	
70	100.00%	
Benefit commencement date:		
<ul style="list-style-type: none"> Preretirement death benefit 	The later of the death of the active participant or the date the participant would have attained age 55	
<ul style="list-style-type: none"> Deferred vested benefit 	The later of age 63 or termination of employment For former Siemens Pension Plan for Union Employees, the later of age 61 or termination of employment.	
<ul style="list-style-type: none"> Disability benefit 	Upon disablement	
<ul style="list-style-type: none"> Retirement benefit 	Upon termination of employment	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Form of payment for active participants</p>	<p>For Cash Balance participants who terminate after retirement age eligibility, 40% are assumed to elect an immediate lump sum payment, 25% elect an immediate life annuity, 25% elect a lump sum payable at age 61, and 10% elect a life annuity payable at age 65. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality.</p> <p>For Cash balance participants who terminate prior to retirement age eligibility, 25% are assumed to elect an immediate lump sum payment, 55% elect a lump sum payment at age 61, and 20% elect a life annuity payable at age 65. All other participants are assumed to elect a single life annuity. Annuities were calculated from the cash balance accounts using the required methodology in IRS regulation §1.430(d)-1(f)(5).</p>
<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<p>For Cash Balance participants who terminate after retirement age eligibility, 25% are assumed to elect an immediate lump sum payment, 20% elect an immediate life annuity, and 55% elect a lump sum payment payable at age 61. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality.</p> <p>For Cash balance participants who terminate prior to retirement age eligibility, 20% are assumed to elect an immediate lump sum payment and 80% elect a lump sum payment at age 61. All other participants are assumed to elect a single life annuity. Annuities were calculated from the cash balance accounts using the required methodology in IRS regulation §1.430(d)-1(f)(5).</p>
<p>Form of payment for terminated vested participants</p>	<p>For Cash Balance participants, 45% of those who terminated within two years of the valuation date are assumed to elect an immediate lump sum payment, 40% elect a lump sum payable at age 61, and 15% elect a life annuity payable at age 65.</p> <p>For all other Cash balance participants, it is assumed that 90% elect a lump sum payment at age 63 and the remaining 10% elect a life annuity payable at age 63.</p> <p>All other participants are assumed to elect a life annuity payable at age 65.</p>
<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<p>For Cash Balance participants, 80% of those who terminated within two years of the valuation date are assumed to elect an immediate lump sum payment and 20% elect a lump sum payment payable at age 61.</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	<p>For all other Cash balance participants, it is assumed that 100% elect a lump sum payment at age 61.</p> <p>All other participants are assumed to elect a life annuity payable at age 61.</p>
Percent married	80% of males; 80% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.
Spouse age	Wife three years younger than husband
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Methods	
Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement Timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with methodology generally used to create those rates.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash Balance Interest crediting rate for former Siemens Pension Plan participants	The plan credits interest to cash balance accounts using the 30-year Treasury rate for the August immediately preceding the plan year, but with a minimum interest credit rate of 4.06%. The long term estimate of the 30-year Treasury rate, based on current conditions, future economic expectations and the minimum interest credit results in a final assumed interest credit rate of 4.06%.
Cash Balance Interest crediting rate for former Siemens Pension Plan for Union Employees participants	The plan credits interest to cash balance accounts using the 30-year Treasury rate for the August immediately preceding the plan year. The long term estimate of the 30-year Treasury rate, based on current conditions and future economic expectations results in a final assumed interest credit rate of 3.50%.
Lump sum conversion rate	As required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2021 for Salaried participants and 2013 for other participants, with

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Disability	Disability rates are based on an experience study conducted in 2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in 2021 for Salaried participants and 2013 for other participants, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Benefit commencement date for deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Source of Prescribed Methods	
Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430 or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods	
Change in assumptions and methods since prior valuation	<p>The full corporate bond yield curve used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC §430.</p> <p>The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by the IRS under IRC §430.</p> <p>The cash balance interest crediting rate for Salaried Employees increased from 4.06% to 4.28% for 2024 and 4.06% for 2025 and thereafter, and for Union Employees increased from 3.50% to 4.28% for 2024 and 3.50% for 2025 and thereafter.</p> <p>The assumed plan-related expenses added to the target normal cost were changed from \$4,568,092 for the prior valuation to \$2,977,664 for the current valuation to account for lower expected expenses to be paid from the trust.</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Siemens Medical Solutions USA, Inc.
EIN/PN	22-2417778/001
Plan Name	Siemens Medical Solutions USA, Inc. Pension Plan
Valuation Date	January 1, 2024
Enrolled Actuary	William C. Walter, Jr.
Enrollment Number	23-05710

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

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

**SCHEDULE SB
(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

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 SIEMENS MEDICAL SOLUTIONS USA, INC. PENSION PLAN		B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF SIEMENS MEDICAL SOLUTIONS USA, INC.		D Employer Identification Number (EIN) 22-2417778	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value.....	2a	789,904,447	
b Actuarial value.....	2b	789,904,447	
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.....	2,591	410,357,808	410,357,808
b For terminated vested participants.....	3,870	175,042,146	175,042,146
c For active participants.....	2,767	229,851,763	230,016,397
d Total.....	9,228	815,251,717	815,416,351
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate.....	5	5.11%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	0	
b Expected plan-related expenses.....	6b	2,977,664	
c Target normal cost.....	6c	2,977,664	

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	William C. Walter, Jr., E.A. <i>ww</i>	9/17/2025
	Signature of actuary	Date
	WILLIAM C. WALTER, JR., E.A.	2305710
	Type or print name of actuary	Most recent enrollment number
	WILLIS TOWERS WATSON US LLC	212-915-8888
	Firm name	Telephone number (including area code)
	200 LIBERTY STREET	
	NEW YORK NY 10281	
	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 V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
-------------------------	-------------------	-------------------	-------------------	--

b Applicable month (enter code)..... **21b** 1

22 Weighted average retirement age **22** 64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c).....	31a	2,977,664
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	137,253,064	13,346,761
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	16,324,425
--	-----------	------------

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	14,215,212	14,215,212

36 Additional cash requirement (line 34 minus line 35)..... **36** 2,109,213

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 22,975,522

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	20,866,309
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	14,215,212

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40 Unpaid minimum required contributions for all years	40	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Siemens Medical Solutions USA, Inc.
EIN/PN	22-2417778/001
Plan Name	Siemens Medical Solutions USA, Inc. Pension Plan
Valuation Date	January 1, 2024
Enrolled Actuary	William C. Walter, Jr.
Enrollment Number	23-05710

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

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

SCHEDULE SB ATTACHMENTS

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

Former Siemens Pension Plan (SPP) Participants:

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) x (3)	(5) Product (1) x (4)
55	1,000	4.0%	40	2,200
56	960	4.0%	38	2,128
57	922	5.0%	46	2,622
58	876	5.0%	44	2,552
59	832	6.0%	50	2,950
60	782	8.0%	63	3,780
61	719	8.0%	58	3,538
62	661	9.0%	59	3,658
63	602	10.0%	60	3,780
64	542	10.0%	54	3,456
65	488	20.0%	98	6,370
66	390	25.0%	98	6,468
67	292	25.0%	73	4,891
68	219	20.0%	44	2,992
69	175	22.0%	39	2,691
70	136	100.0%	136	9,520
Weighted Average				63,596

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Former Siemens Pension Plan for Union Employees (SPPU) Participants:

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) x (3)	(5) Product (1) x (4)
55	1,000	5.0%	50	2,750
56	950	5.0%	48	2,688
57	902	8.0%	72	4,104
58	830	8.0%	66	3,828
59	764	10.0%	76	4,484
60	688	10.0%	69	4,140
61	619	15.0%	93	5,673
62	526	30.0%	158	9,796
63	368	20.0%	74	4,662
64	294	10.0%	29	1,856
65	265	25.0%	66	4,290
66	199	30.0%	60	3,960
67	139	25.0%	35	2,345
68	104	15.0%	16	1,088
69	88	15.0%	13	897
70	75	100.0%	75	5,250
Weighted Average				61,811

Percentage of Former SPP Active Ptps:	98.8%
Percentage of Former SPPU Active Ptps:	1.2%
Total Weighted Average Age at Retirement:	63.575357
Weighted Average Age at Retirement (rounded):	64

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions	
Interest rate basis	
• Applicable month	December
• Interest rate basis	Full Yield Curve
Interest rates	
• 10-year rate	5.13%
• 20-year rate	5.22%
• 30-year rate	5.17%
• Effective interest rate	5.11%
<p>As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.</p>	
Annual rates of increase	
• Cash balance interest crediting rate for former SPP participants	4.28% for 2024 and 4.06% for 2025 and thereafter
• Cash balance interest crediting rate for former SPPU participants	4.28% for 2024 and 3.50% for 2025 and thereafter
• Employee contribution interest rate	2.00%
• Compensation	N/A
• Future Social Security wage base	N/A
• Statutory limits on compensation	N/A
Plan-related expenses	\$2,977,664 based on prior year's actual expenses, adjusted for the change in expected PBGC premium from the prior to the current year.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions																			
Inclusion date	The valuation date coincident with or next following the date on which the employee is hired																		
New or rehired employees	It was assumed there will be no new or rehired employees.																		
Mortality	Separate IRS-prescribed non-annuitant and annuitant tables based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).																		
Termination	Rates vary by age																		
	Representative Termination Rates																		
	Percentage leaving during the year																		
	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Attained Age</th> <th style="width: 40%;">Rate</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">21</td><td style="text-align: center;">12.0%</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">12.0%</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">12.0%</td></tr> <tr><td style="text-align: center;">35</td><td style="text-align: center;">6.0%</td></tr> <tr><td style="text-align: center;">40</td><td style="text-align: center;">5.0%</td></tr> <tr><td style="text-align: center;">45</td><td style="text-align: center;">5.0%</td></tr> <tr><td style="text-align: center;">50</td><td style="text-align: center;">4.0%</td></tr> <tr><td style="text-align: center;">55</td><td style="text-align: center;">4.0%</td></tr> </tbody> </table>	Attained Age	Rate	21	12.0%	25	12.0%	30	12.0%	35	6.0%	40	5.0%	45	5.0%	50	4.0%	55	4.0%
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<ul style="list-style-type: none"> • Former Siemens Pension Plan for Union Employees 	Representative Termination Rates																		
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Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
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 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Disability	Rates vary by age and gender		
	Representative Disability Rates		
	Percentage becoming disabled during the year		
	Age	Males	Females
	25	0.03%	0.03%
	30	0.03%	0.04%
	35	0.04%	0.07%
	40	0.08%	0.13%
	45	0.16%	0.24%
	50	0.33%	0.40%
55	0.69%	0.64%	
60	1.15%	0.90%	
65	0.00%	0.00%	
Retirement for active participants	Rates vary by age, average age 64.		
	For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.		
	Percentage retiring during the year		
	Age	Rate	
	55	4.00%	
	56	4.00%	
	57	5.00%	
	58	5.00%	
	59	6.00%	
	60	8.00%	
	61	8.00%	
	62	9.00%	
	63	10.00%	
	64	10.00%	
	65	20.00%	
	66	25.00%	
	67	25.00%	
	68	20.00%	
	69	22.00%	
	70	100.00%	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
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SCHEDULE SB ATTACHMENTS

<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<table border="1"> <thead> <tr> <th colspan="2">Percentage retiring during the year</th> </tr> <tr> <th>Age</th> <th>Rate</th> </tr> </thead> <tbody> <tr><td>55</td><td>5.00%</td></tr> <tr><td>56</td><td>5.00%</td></tr> <tr><td>57</td><td>8.00%</td></tr> <tr><td>58</td><td>8.00%</td></tr> <tr><td>59</td><td>10.00%</td></tr> <tr><td>60</td><td>10.00%</td></tr> <tr><td>61</td><td>15.00%</td></tr> <tr><td>62</td><td>30.00%</td></tr> <tr><td>63</td><td>20.00%</td></tr> <tr><td>64</td><td>10.00%</td></tr> <tr><td>65</td><td>25.00%</td></tr> <tr><td>66</td><td>30.00%</td></tr> <tr><td>67</td><td>25.00%</td></tr> <tr><td>68</td><td>15.00%</td></tr> <tr><td>69</td><td>15.00%</td></tr> <tr><td>70</td><td>100.00%</td></tr> </tbody> </table>	Percentage retiring during the year		Age	Rate	55	5.00%	56	5.00%	57	8.00%	58	8.00%	59	10.00%	60	10.00%	61	15.00%	62	30.00%	63	20.00%	64	10.00%	65	25.00%	66	30.00%	67	25.00%	68	15.00%	69	15.00%	70	100.00%
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68	15.00%																																				
69	15.00%																																				
70	100.00%																																				
<p>Benefit commencement date:</p>																																					
<ul style="list-style-type: none"> Preretirement death benefit 	<p>The later of the death of the active participant or the date the participant would have attained age 55</p>																																				
<ul style="list-style-type: none"> Deferred vested benefit 	<p>The later of age 63 or termination of employment For former Siemens Pension Plan for Union Employees, the later of age 61 or termination of employment.</p>																																				
<ul style="list-style-type: none"> Disability benefit 	<p>Upon disablement</p>																																				
<ul style="list-style-type: none"> Retirement benefit 	<p>Upon termination of employment</p>																																				

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Form of payment for active participants</p>	<p>For Cash Balance participants who terminate after retirement age eligibility, 40% are assumed to elect an immediate lump sum payment, 25% elect an immediate life annuity, 25% elect a lump sum payable at age 61, and 10% elect a life annuity payable at age 65. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality.</p> <p>For Cash balance participants who terminate prior to retirement age eligibility, 25% are assumed to elect an immediate lump sum payment, 55% elect a lump sum payment at age 61, and 20% elect a life annuity payable at age 65. All other participants are assumed to elect a single life annuity. Annuities were calculated from the cash balance accounts using the required methodology in IRS regulation §1.430(d)-1(f)(5).</p>
<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<p>For Cash Balance participants who terminate after retirement age eligibility, 25% are assumed to elect an immediate lump sum payment, 20% elect an immediate life annuity, and 55% elect a lump sum payment payable at age 61. Lump sums were valued using the substitution of annuity form under IRS Regulation §1.430(d)-1(f)(4) without application of generational mortality.</p> <p>For Cash balance participants who terminate prior to retirement age eligibility, 20% are assumed to elect an immediate lump sum payment and 80% elect a lump sum payment at age 61. All other participants are assumed to elect a single life annuity. Annuities were calculated from the cash balance accounts using the required methodology in IRS regulation §1.430(d)-1(f)(5).</p>
<p>Form of payment for terminated vested participants</p>	<p>For Cash Balance participants, 45% of those who terminated within two years of the valuation date are assumed to elect an immediate lump sum payment, 40% elect a lump sum payable at age 61, and 15% elect a life annuity payable at age 65.</p> <p>For all other Cash balance participants, it is assumed that 90% elect a lump sum payment at age 63 and the remaining 10% elect a life annuity payable at age 63.</p> <p>All other participants are assumed to elect a life annuity payable at age 65.</p>
<ul style="list-style-type: none"> Former Siemens Pension Plan for Union Employees 	<p>For Cash Balance participants, 80% of those who terminated within two years of the valuation date are assumed to elect an immediate lump sum payment and 20% elect a lump sum payment payable at age 61.</p>

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 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	<p>For all other Cash balance participants, it is assumed that 100% elect a lump sum payment at age 61.</p> <p>All other participants are assumed to elect a life annuity payable at age 61.</p>
Percent married	80% of males; 80% of females. Used to value pre-retirement surviving spouse benefits and in determining the optional forms expected to be elected at commencement.
Spouse age	Wife three years younger than husband
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.
Methods	
Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement Timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with methodology generally used to create those rates.
Actuarial value of assets for determining minimum required contributions	The actuarial value of assets is equal to the market value of assets as of the valuation date plus the discounted present value of contributions made after the valuation date for the prior plan year, discounted using the effective interest rate for the prior plan year.
Benefits not valued	WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

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

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash Balance Interest crediting rate for former Siemens Pension Plan participants	The plan credits interest to cash balance accounts using the 30-year Treasury rate for the August immediately preceding the plan year, but with a minimum interest credit rate of 4.06%. The long term estimate of the 30-year Treasury rate, based on current conditions, future economic expectations and the minimum interest credit results in a final assumed interest credit rate of 4.06%.
Cash Balance Interest crediting rate for former Siemens Pension Plan for Union Employees participants	The plan credits interest to cash balance accounts using the 30-year Treasury rate for the August immediately preceding the plan year. The long term estimate of the 30-year Treasury rate, based on current conditions and future economic expectations results in a final assumed interest credit rate of 3.50%.
Lump sum conversion rate	As required by IRC §430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Assumptions Rationale - Significant Demographic Assumptions

Mortality	Assumptions used for funding purposes are as prescribed by IRC §430(h).
Termination	Termination rates were based on an experience study conducted in 2021 for Salaried participants and 2013 for other participants, with

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Disability	Disability rates are based on an experience study conducted in 2013, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Retirement	Retirement rates were based on an experience study conducted in 2021 for Salaried participants and 2013 for other participants, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Benefit commencement date for deferred vested benefit	Deferred vested participants' assumed commencement age is a single age intended to capture the average age at commencement. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at multiple ages is not expected to be significant.
Source of Prescribed Methods	
Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430 or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods	
Change in assumptions and methods since prior valuation	<p>The full corporate bond yield curve used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC §430.</p> <p>The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by the IRS under IRC §430.</p> <p>The cash balance interest crediting rate for Salaried Employees increased from 4.06% to 4.28% for 2024 and 4.06% for 2025 and thereafter, and for Union Employees increased from 3.50% to 4.28% for 2024 and 3.50% for 2025 and thereafter.</p> <p>The assumed plan-related expenses added to the target normal cost were changed from \$4,568,092 for the prior valuation to \$2,977,664 for the current valuation to account for lower expected expenses to be paid from the trust.</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate for Salaried Employees increased from 4.06% to 4.28% for 2024 and 4.06% for 2025 and thereafter, and for Union Employees increased from 3.50% to 4.28% for 2024 and 3.50% for 2025 and thereafter.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

The Siemens Medical Solutions USA, Inc. Pension Plan was established with the January 1, 2018 transfer of assets and liabilities for Healthcare participants from the Siemens Pension Plan and the Siemens Pension Plan for Union Employees. The plan provisions that follow are the provisions from the Siemens plans.

1.1 Plan provisions for Siemens Pension Plan

Plan Provisions

The pension plan became effective October 1, 1965. Effective December 31, 2010, all benefits accrued under the plan (final average pay and cash balance) were frozen for all participants.

Eligibility	January 1 st or July 1 st coincident with or following completion of six months of employment. Employees hired or rehired after April 1, 2006 are not eligible for the Plan.
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Definitions

Vesting service	Elapsed time from date of hire.
Benefit Service	Years and completed months from participation date. Benefit service is frozen as of December 31, 2010.
Compensation	All cash compensation including base pay, bonuses, overtime, shift differential, commissions, salary continuation payments, tax-deferred contributions to the Siemens Savings Plan. Compensation earned after December 31, 2010 is not included since the plan is frozen.
Average final compensation (AFC)	The average of the highest four consecutive plan years of compensation during the ten-year period preceding the participant's termination or retirement date
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with three years of vesting service.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Average final compensation benefit</p>	<p>1.125% of AFC up to \$12,000 plus 1.50% of AFC in excess of \$12,000, multiplied by Benefit Service.</p> <p>Subject to a minimum benefit for participants as of October 2, 1987, as summarized in Appendix XXV of the Siemens Pension Plan document.</p> <p>All benefits are frozen as of December 31, 2010.</p>																																
<p>Cash balance benefit</p>	<p>Account balance established at the later of January 1, 2001 and participation date. Account balance is increased monthly with Pay and Interest Credits.</p> <p>Interest Credits are based on the 30-year Treasury rate for August immediately preceding the calendar year, but no less than 4.06%.</p> <p>Pay Credits are based on the contribution level of each operating company and vesting service, as follows:</p> <table border="1" data-bbox="610 835 1390 1184"> <thead> <tr> <th>Service</th> <th>Low</th> <th>Middle</th> <th>High</th> </tr> </thead> <tbody> <tr> <td><5</td> <td>2.00%</td> <td>3.00%</td> <td>4.00%</td> </tr> <tr> <td>5 - 9</td> <td>2.50%</td> <td>3.75%</td> <td>5.00%</td> </tr> <tr> <td>10 - 14</td> <td>3.00%</td> <td>4.50%</td> <td>6.00%</td> </tr> <tr> <td>15 - 19</td> <td>4.00%</td> <td>6.00%</td> <td>8.00%</td> </tr> <tr> <td>20 - 24</td> <td>5.00%</td> <td>7.50%</td> <td>10.00%</td> </tr> <tr> <td>25 - 29</td> <td>6.00%</td> <td>9.00%</td> <td>12.00%</td> </tr> <tr> <td>30 +</td> <td>7.50%</td> <td>11.25%</td> <td>15.00%</td> </tr> </tbody> </table> <p>If a participant was a member of the Plan prior to January 1, 2001, then the participant will not receive a benefit less than the minimum benefit accrued under the Final Average Pay formula or any other grandfathered prior plan as of December 31, 2000.</p> <p>Effective December 31, 2010, Pay Credits will no longer be credited to the account balances. Interest Credits will continue to be earned.</p>	Service	Low	Middle	High	<5	2.00%	3.00%	4.00%	5 - 9	2.50%	3.75%	5.00%	10 - 14	3.00%	4.50%	6.00%	15 - 19	4.00%	6.00%	8.00%	20 - 24	5.00%	7.50%	10.00%	25 - 29	6.00%	9.00%	12.00%	30 +	7.50%	11.25%	15.00%
Service	Low	Middle	High																														
<5	2.00%	3.00%	4.00%																														
5 - 9	2.50%	3.75%	5.00%																														
10 - 14	3.00%	4.50%	6.00%																														
15 - 19	4.00%	6.00%	8.00%																														
20 - 24	5.00%	7.50%	10.00%																														
25 - 29	6.00%	9.00%	12.00%																														
30 +	7.50%	11.25%	15.00%																														

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Age 55 with 10 years of vesting service for average final compensation benefits. Vested cash balance benefits are immediately payable.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested with three years of vesting service.
Disability	Ten years of vesting service for average final compensation benefits. Cash balance benefits, if not already vested, are vested after 12 months of disability.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse. Cash balance benefits are immediately vested upon death of an active participant.
Benefits Paid Upon the Following Events	
Normal retirement	The average final compensation benefit or cash balance benefit, whichever is applicable.
Early retirement	For average final compensation benefits, the accrued benefit is reduced by 5/12% for each of the first 24 months by which the early retirement date precedes age 62 and by 1/2% for each additional month in excess of 24 months. There is no reduction for payments commencing on or after age 62. For cash balance benefits, an actuarially equivalent annuity is payable.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Deferred vested termination</p>	<p>For average final compensation benefits, the benefit paid at NRD, but actuarially reduced if payments begin after age 55 but before age 65.</p> <p>For cash balance benefits, account balance or actuarially equivalent annuity.</p>
<p>Disablement</p>	<p>For average final compensation benefits, the annual pension that is deferred to age 65 is the accrued benefit (based on benefit paid at NRD). The participant shall be credited with Vesting and Benefit Service during the period of disability until the earliest of commencement of retirement benefits, death, or recovery from disability. The disability benefit is payable from age 55 until the earlier of the date on which the participant recovers from disability or the date of the participant's death.</p> <p>For cash balance benefits, account balance is fully vested after 12 months of disability. Interest Credits granted until the account is paid out or an annuity payment is elected. No Pay Credits granted unless pay is received.</p>
<p>Preretirement death</p>	<p>For average final compensation benefits, return of accumulated employee contributions (if any); or if vested, annual pension payable for life to spouse is 50% of reduced joint and 50% survivor benefit, but not less than \$360. If spouse is more than 15 years younger than the member, the minimum is reduced by 1% for each year or fraction thereof, by which the difference in age exceeds 15 years.</p> <p>For cash balance benefits, return of accumulated employee contributions (if any); or account balance or actuarially equivalent annuity payable to beneficiary. Paid regardless of Vesting Service accrued by the participant.</p>
<p>Other Plan Provisions</p>	
<p>Forms of payment</p>	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	Lump Sum (for average final compensation benefits less than \$5,000 or \$50 per month, and for Cash Balance participants).
Other Benefits	Certain operating companies receive special minimum benefits based on the terms of agreement when they entered the plan. In addition, certain benefit provisions from prior plans that were subsequently merged into this plan continue.
Pension Increases	None.
Plan participants' contributions	Some participants have an accumulated contribution balance from a prior plan. This balance is increased with interest annually.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.2 Plan provisions for Furnas Controls Restated Employees' Pension Plan

Plan Provisions

The pension plan became effective January 1, 1984. Effective September 30, 2009, the Siemens-Furnas Controls Restated Employees' Pension Plan was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	Prior to January 1, 1985: Date of employment. After January 1, 1985: Date employee has attained age 21 and completed one year of service with at least 1,000 hours.
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Definitions

Credited service	One year of credited service is granted for each calendar year in which the participant worked at least 1,000 hours. No credited service is earned after December 31, 2010.
Average Monthly Compensation (AMC)	Average monthly compensation during highest five consecutive of last ten calendar years, or last 60 months of employment, whichever is higher. No compensation earned after December 31, 2010 is used in the calculation of benefits.
Normal retirement date (NRD)	Age 65 with five years of participation.
Monthly pension benefit	50% of Average Monthly Compensation, less 50% of Primary Social Security Benefit, prorated for less than 30 years of Credited Service.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Age 55 with 15 years of service.
Postponed retirement	Retirement after NRD.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Deferred vested termination	Full vesting after five years of service.
Disability	Ten years of service.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
Benefits Paid Upon the Following Events	
Normal retirement	The monthly pension benefit determined as of NRD.
Early retirement	The accrued benefit reduced by 1/15 th for each of the first five years, and by 1/30 th for each of the next five years that payment commences prior to NRD.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The monthly pension benefit deferred to age 65 or, if the participant elects, a reduced pension to begin any time between age 60 and 65. The reduction for early commencement is described in the Early Retirement section above.
Disablement	The Accrued Benefit is payable immediately with no reduction for payment before Normal Retirement Date.
Preretirement death	<p>After eligible for early or normal retirement: Benefit payable to surviving spouse as if participant retired on date of death with 75% joint and survivor option. Not reduced for early retirement if participant over age 60 and entitled to a disability benefit.</p> <p>After completion of 15 years of service: Benefit payable to surviving spouse as if participant elected 50% joint and survivor option deferred to age 55.</p> <p>After completion of five years of service: Benefit payable to surviving spouse as if participant elected 50% joint and survivor option deferred to age 65.</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions	
Forms of payment	Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants. Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, Level Income Option.
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.3 Plan provisions for Siemens Building Technologies (“SBT Plan”)

Plan Provisions

The pension plan became effective April 1, 1975. Effective December 31, 2009, the Retirement Income Plan for Salaried Employees of Siemens Building Technologies, Inc., Landis Division, (SBT Plan) was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	First of the month following attainment of age 21 and completion of one year of service. Employees hired on or after January 1, 2005 are not eligible for the plan.
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Definitions

Vesting service	The sum of an employee’s service prior to January 1, 1997 plus all years and months after January 1, 1997, in which the employee was employed plus any service with Staefa Control Systems, Inc. not already included in his service if the employee began to participate before September 1, 1997, plus any period of severance of less than twelve consecutive months. Periods in which an employee is eligible to contribute but fails to do so are excluded.
Benefit service	An employee’s periods of plan participation expressed in completed years and months. Benefit service was frozen as of December 31, 2004.
Compensation	Total cash compensation, excluding certain special payments. Compensation shall not exceed the limit described in IRC Section 401(a)(17). No compensation after December 31, 2010 is used in the calculation of benefits.
Final average compensation (FAC)	Average compensation paid to a participant during the highest 60 consecutive months out of the last 120 months immediately preceding termination.
Covered Compensation (CC)	Average FICA taxable wage bases under the Social Security Act for the 35-year period ending on the earlier of Social Security retirement age or termination of employment.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Normal retirement date (NRD)	Later of age 65 or five years of participation.
Annual pension benefit	<p>The annual pension is the greater of (a) or (b), plus (c) plus (d):</p> <p>(a) \$17.50 per month for each year of Benefit Service earned between December 31, 1993 and December 31, 2004</p> <p>(b) 1% of FAC plus 0.5% of FAC in excess of CC, multiplied by Benefit Service earned between December 31, 1993 and December 31, 2004</p> <p>(c) Accrued benefit as of December 31, 1993, under the prior plan, indexed by the ratio of FAC at December 31, 2010 to FAC at December 31, 1993.</p> <p>(d) Frozen benefit as of December 31, 1993 under the Retirement Income Plan for Hourly Factory Employees of Skokie Plant of MCC Powers.</p>
Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Latest of age 55, completion of five years of Vesting Service, and completion of ten years of employment.
Postponed retirement	Retirement after NRD.
Deferred vested termination	Completion of five years of Vesting Service.
Disability	Total and Permanent Disability.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
Benefits Paid Upon the Following Events	
Normal retirement	The annual pension benefit determined as of NRD.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Early retirement	The accrued benefit is reduced by 6-2/3% for each of the first five years and 3-1/3% for each of the next five years by which benefit commencement precedes NRD.
Postponed retirement	The annual pension benefit determined as of the actual retirement date.
Deferred vested termination	Accrued benefit deferred to NRD or, if eligible, an early retirement benefit as described above.
Disablement	The annual pension benefit, with benefit service continuing to accrue during the period of disability, until the earlier of NRD and commencement of benefits. Benefit service was frozen as of December 31, 2004, however, participants who were disabled on December 31, 2004 were eligible to earn benefit service up to June 30, 2005.
Preretirement death	Return of accumulated employee contributions (if any), if not married; if married, annual pension payable for life to spouse is 50% of reduced 50% Joint and Survivor benefit payable at the earliest retirement date.
Other Plan Provisions	
Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 5 Year, 10 Year, and 15 Year Certain and Life.</p> <p>Lump sum cash-out: Benefit paid immediately to participant as a lump sum if the actuarial equivalent of the age-65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.</p>
Other Benefits	Employees who terminate without a vested right to their accrued benefit will receive a lump sum equal to their accumulated employee contributions with interest.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Pension Increases	None.
Plan participants' mandatory contributions	½% of Compensation up to \$20,000, plus 1% of Compensation in excess of \$20,000 up to Social Security Wage Base, plus 3% of Compensation above the Social Security Wage Base. As of January 1, 2005, no further mandatory participant contributions are made to the Plan. Interest is credited at an annual rate of 120% of the Federal mid-term rate for the first month of the plan year.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.4 Plan provisions for Siemens Healthcare Diagnostics, Inc. Cash Balance Plan (“Dade Plan” or “SHD Plan”)

Plan Provisions

The pension plan became effective January 1, 1995. Effective March 31, 2009, the Siemens Healthcare Diagnostics Inc. Cash Balance Plan was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	First of the month following completion of one year of service. Employees hired by Siemens Healthcare Diagnostics Inc. on or after October 15, 2008 are not eligible to participate in the plan.
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Definitions

Year of Service	Each plan year in which an employee earns 1,000 hours of service.
Vesting Service	Years of Service
Benefit Service	Includes years of service earned subsequent to participation in the Plan. Benefit Service for Regular DuPont-transferred participants will only include Years of Service after May 7, 1996. Behring employees receive service from hire.
Compensation	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, 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.
Normal retirement date (NRD)	Age 65.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Accrued benefit</p>	<p>This benefit formula only applies to employees of Siemens Healthcare Diagnostics Inc. hired before October 15, 2008 by Dade Behring Inc.</p> <p>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.</p> <p>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.</p> <p>The Cash Balance account is increased quarterly with Pay and Interest Credits.</p> <p>Interest Credits are based on the average annual yield on the Ten-Year Treasury Constant Maturities for the week in which the end of each quarter falls. The 12-month average is subject to a minimum of 5% and a maximum of 10% per annum.</p> <p>Pay Credits are based on Points as the last day of the immediately preceding Plan Year as follows:</p> <table border="1" data-bbox="597 940 1390 1325"> <thead> <tr> <th>Points as of Last Day of Preceding Plan Year</th> <th>Cash Balance Credit as a Percentage of Compensation</th> </tr> </thead> <tbody> <tr> <td>< 35</td> <td>4%</td> </tr> <tr> <td>35 – 44</td> <td>5%</td> </tr> <tr> <td>45 – 54</td> <td>6%</td> </tr> <tr> <td>55 – 64</td> <td>7%</td> </tr> <tr> <td>65 – 74</td> <td>8%</td> </tr> <tr> <td>75 – 84</td> <td>9%</td> </tr> <tr> <td>85 +</td> <td>10%</td> </tr> </tbody> </table> <p>Pay credits are no longer applied after December 31, 2010.</p>	Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation	< 35	4%	35 – 44	5%	45 – 54	6%	55 – 64	7%	65 – 74	8%	75 – 84	9%	85 +	10%
Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation																
< 35	4%																
35 – 44	5%																
45 – 54	6%																
55 – 64	7%																
65 – 74	8%																
75 – 84	9%																
85 +	10%																

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Completion of five years of Vesting Service and accumulation of 65 Points.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested with three years of Vesting Service.
Disability	Three years of Vesting Service and eligible for Social Security Disability Benefits. Benefit payable at NRD or earlier if participant accumulated at least 65 Points.
Preretirement death benefit	Death with 3 years of Vesting Service.
Benefits Paid Upon the Following Events	
Normal retirement	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Early retirement	Account balance payable as a lump sum or actuarially equivalent deferred Cash Balance annuity.
Postponed retirement	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Vested termination	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Disablement	Account Balance continues to earn Pay and Interest Credits, based on 25% of compensation in year prior to disability. Account Balance payable as a lump sum or Actuarially Equivalent Immediate Cash Balance Annuity.
Preretirement death	Lump Sum equal to Account Balance or Actuarially Equivalent Immediate Cash Balance Annuity (based on beneficiary's age).

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions	
Forms of payment	Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants. Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and Lump Sum.
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.5 Plan provisions for Siemens Pension Plan for Union Employees

Plan Provisions

The pension plan became effective January 1, 2001. The plan was amended and restated as of October 1, 2011. Effective December 31, 2010, all benefits accrued under the plan were frozen for participants in the following collective bargaining units:

- Local 124 of the International Brotherhood of Electrical Workers AFL-CIO, Kansas City, MO
- Federation of Independent Salaried Unions (FISU) and its Affiliates reporting out of Detroit, MI, Baltimore, MD or Union, NJ
- Local 2222 of the International Brotherhood of Electrical Workers reporting out of the Boston, MA district
- Federation of Independent Salaried Union (FISU) and its Pittsburgh based Affiliates reporting out of New Kensington, Plum Borough or Churchill, PA
- Local 716 of the International Brotherhood of Electrical Workers, Houston, TX

The most recent amendment reflected in the following plan provisions was effective November 19, 2015.

Eligibility	January 1 st or July 1 st coincident with or following completion of six months of Vesting Service.
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Definitions

Vesting service	From date of hire.
Compensation	Eligible compensation includes cash compensation, tax-deferred contributions to the Siemens Savings Plan, bonuses, special pay, overtime pay, shift differential, commissions, salary continuation payments, and Section 125 contributions. Compensation shall not exceed the limit described in IRC section 401(a)(17).
Normal retirement date (NRD)	Later of age 65 or the earlier of completion of three years of Vesting Service, termination of employment by reason of permanent layoff, termination of employment following a "period of the Member's disability" of at least 12 months, or transfer to an Affiliated Company outside of the United States that is not an Employing Company.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Cash balance benefit</p>	<p>Single life annuity determined by dividing the account balance by an annuity conversion factor based on the lump sum actuarial equivalence.</p> <p>Account balance established at the later of January 1, 2001 and participation date. Account balance is increased monthly with Pay and Interest Credits.</p> <p>Interest Credits are based on the 30-year Treasury rate for August immediately preceding the calendar year.</p> <p>Pay Credits are based on the contribution level of each operating company and vesting service, as follows:</p> <table border="1" data-bbox="597 646 1393 1050"> <thead> <tr> <th>Service</th> <th>Low</th> <th>Middle</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>< 5</td> <td>2.00%</td> <td>3.00%</td> <td>4.00%</td> </tr> <tr> <td>5 – 9</td> <td>2.50%</td> <td>3.75%</td> <td>5.00%</td> </tr> <tr> <td>10 – 14</td> <td>3.00%</td> <td>4.50%</td> <td>6.00%</td> </tr> <tr> <td>15 – 19</td> <td>4.00%</td> <td>6.00%</td> <td>8.00%</td> </tr> <tr> <td>20 – 24</td> <td>5.00%</td> <td>7.50%</td> <td>10.00%</td> </tr> <tr> <td>25 – 29</td> <td>6.00%</td> <td>9.00%</td> <td>12.00%</td> </tr> <tr> <td>30 +</td> <td>7.50%</td> <td>11.25%</td> <td>15.00%</td> </tr> </tbody> </table> <p>Minimum benefit: If a participant was a member of the Siemens Westinghouse Retirement Plan for Union Employees prior to participating in the Plan, then the participant will not receive a benefit less than the Frozen Minimum Benefit accrued under the Career Average Pay formula of that plan.</p> <p>Effective December 31, 2010, Pay Credits will no longer be credited to the account balances. Interest Credits will continue to be earned.</p>	Service	Low	Middle	High	< 5	2.00%	3.00%	4.00%	5 – 9	2.50%	3.75%	5.00%	10 – 14	3.00%	4.50%	6.00%	15 – 19	4.00%	6.00%	8.00%	20 – 24	5.00%	7.50%	10.00%	25 – 29	6.00%	9.00%	12.00%	30 +	7.50%	11.25%	15.00%
Service	Low	Middle	High																														
< 5	2.00%	3.00%	4.00%																														
5 – 9	2.50%	3.75%	5.00%																														
10 – 14	3.00%	4.50%	6.00%																														
15 – 19	4.00%	6.00%	8.00%																														
20 – 24	5.00%	7.50%	10.00%																														
25 – 29	6.00%	9.00%	12.00%																														
30 +	7.50%	11.25%	15.00%																														
<p>Eligibility for Benefits</p>																																	
<p>Normal retirement</p>	<p>Retirement on NRD.</p>																																
<p>Postponed retirement</p>	<p>Retirement after NRD.</p>																																
<p>Deferred vested termination</p>	<p>100% vested with three years of Vesting Service.</p>																																
<p>Disability</p>	<p>100% vested after 12 months of disability.</p>																																

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Preretirement death benefit	100% vested upon death while active.
Benefits Paid Upon the Following Events	
Normal retirement	Account Balance or Actuarially Equivalent annuity payable upon retirement.
Postponed retirement	The cash balance benefit determined as of the actual retirement date.
Deferred vested termination	Account Balance or Actuarially Equivalent annuity payable upon termination.
Disablement	Interest Credits granted until the account is paid out or an annuity payment is elected. No Pay Credits granted.
Preretirement death	Account Balance or Actuarially Equivalent annuity payable to beneficiary.
Other Plan Provisions	
Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and Lump Sum.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Future Plan Changes

WTW is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024 Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	16	7	0	0	0	0	0	0	0	0	23
40-44	6	62	84	5	2	0	0	0	0	0	0	159
45-49	10	84	251	49	5	0	0	0	0	0	0	399
50-54	11	86	303	86	18	5	0	0	0	0	0	509
55-59	9	72	333	115	51	84	3	0	0	0	0	667
60-64	8	52	268	102	65	141	37	9	0	0	0	682
65-69	2	16	109	31	28	36	19	17	10	0	0	268
70 & over	1	1	19	11	5	7	4	9	3	0	0	60
Total	47	389	1,374	399	174	273	63	35	13	0	0	2,767

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024
Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	0	16	7	0	0	0	0	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	-	10,275
40-44	6	62	84	5	2	0	0	0	0	0	0	159
	-	10,951	20,873	-	-	-	-	-	-	-	-	17,181
45-49	9	84	251	49	5	0	0	0	0	0	0	398
	-	13,992	30,534	72,644	-	-	-	-	-	-	-	31,713
50-54	11	86	303	86	18	5	0	0	0	0	0	509
	-	16,916	37,591	96,151	-	-	-	-	-	-	-	47,670
55-59	9	71	331	115	51	84	3	0	0	0	0	664
	-	22,322	48,002	107,528	153,395	204,531	-	-	-	-	-	83,984
60-64	8	48	260	99	64	139	29	9	0	0	0	656
	-	21,587	53,597	119,184	165,059	244,505	259,492	-	-	-	-	124,747
65-69	2	16	106	30	27	31	16	15	10	0	0	253
	-	-	50,798	118,519	203,036	259,430	-	-	-	-	-	144,813
70 & over	1	1	19	11	3	3	4	8	2	0	0	52
	-	-	-	-	-	-	-	-	-	-	-	200,223
Total	46	384	1,361	395	170	262	52	32	12	0	0	2,714
	28,207	17,402	41,836	103,547	158,644	233,898	313,168	309,552	-	-	-	82,720

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2024
Number and average annual frozen benefit distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ³										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
40-44	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
45-49	2	0	0	0	0	0	0	0	0	0	0	2
	-	-	-	-	-	-	-	-	-	-	-	-
50-54	0	0	1	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-	-
55-59	0	2	1	0	1	0	0	0	0	0	0	4
	-	-	-	-	-	-	-	-	-	-	-	-
60-64	0	3	7	2	1	2	8	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	-	25,770
65-69	0	0	3	1	1	5	3	2	0	0	0	15
	-	-	-	-	-	-	-	-	-	-	-	-
70 & over	0	0	0	0	2	4	0	1	1	0	0	8
	-	-	-	-	-	-	-	-	-	-	-	-
Total	2	5	12	3	5	11	11	3	1	0	0	53
	-	-	-	-	-	-	-	-	-	-	-	27,601

³ Age and service for purposes of determining category are based on exact (not rounded) values.
Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	24,824,126	56,464,139	43,326,808	124,615,073
2025	19,768,539	11,072,457	37,999,257	68,840,253
2026	20,564,678	10,268,365	37,110,353	67,943,396
2027	19,259,355	9,390,527	36,542,107	65,191,989
2028	19,148,969	9,470,092	35,531,065	64,150,126
2029	19,353,407	9,314,047	34,257,304	62,924,758
2030	17,916,537	9,103,981	33,046,636	60,067,154
2031	17,754,878	9,892,169	31,946,908	59,593,955
2032	17,058,787	10,584,307	30,421,688	58,064,782
2033	15,500,309	9,055,223	29,137,336	53,692,868
2034	14,783,120	9,438,879	27,878,018	52,100,017
2035	14,155,449	9,086,719	26,408,796	49,650,964
2036	12,602,973	8,301,577	24,971,985	45,876,535
2037	12,122,968	8,379,244	23,544,178	44,046,390
2038	11,928,615	7,738,975	21,943,836	41,611,426
2039	10,872,656	6,805,734	20,400,585	38,078,975
2040	10,057,510	6,770,176	18,846,948	35,674,634
2041	9,434,852	6,086,696	17,296,112	32,817,660
2042	8,969,327	6,414,401	16,007,844	31,391,572
2043	8,325,662	5,628,525	14,273,056	28,227,243
2044	7,789,570	5,246,237	12,796,623	25,832,430
2045	7,282,030	4,983,409	11,481,389	23,746,828
2046	6,724,994	4,746,166	10,182,907	21,654,067
2047	6,284,258	4,437,289	8,794,953	19,516,500
2048	5,748,063	4,213,881	7,621,891	17,583,835
2049	5,263,617	3,938,615	6,542,232	15,744,464
2050	4,843,102	3,674,798	5,560,788	14,078,688
2051	4,464,710	3,415,145	4,680,035	12,559,890
2052	4,060,802	3,152,201	3,900,005	11,113,008
2053	3,700,695	2,889,851	3,262,919	9,853,465

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	3,355,492	2,630,624	2,630,963	8,617,079
2055	3,027,991	2,377,982	2,227,893	7,633,866
2056	2,708,635	2,134,913	1,712,743	6,556,291
2057	2,422,145	1,903,904	1,366,242	5,692,291
2058	2,149,027	1,686,948	1,191,730	5,027,705
2059	1,898,217	1,485,482	855,102	4,238,801
2060	1,667,508	1,300,368	673,283	3,641,159
2061	1,456,989	1,131,928	529,971	3,118,888
2062	1,266,324	980,014	418,068	2,664,406
2063	1,094,801	844,076	331,342	2,270,219
2064	941,432	723,270	264,476	1,929,178
2065	805,058	616,556	213,053	1,634,667
2066	684,407	522,794	173,478	1,380,679
2067	578,190	440,812	142,891	1,161,893
2068	485,153	369,464	161,121	1,015,738
2069	404,093	307,663	100,237	811,993
2070	333,885	254,392	85,140	673,417
2071	273,480	208,722	72,797	554,999
2072	221,904	169,807	62,510	454,221
2073	178,242	136,881	53,791	368,914

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	(27,684,358)	15.00000	(27,684,358)	(2,547,574)
2. Shortfall	01/01/2023	172,495,658	14.00000	164,937,422	15,894,335
Total				137,253,064	13,346,761

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Former Siemens Pension Plan (SPP) Participants:

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) x (3)	(5) Product (1) x (4)
55	1,000	4.0%	40	2,200
56	960	4.0%	38	2,128
57	922	5.0%	46	2,622
58	876	5.0%	44	2,552
59	832	6.0%	50	2,950
60	782	8.0%	63	3,780
61	719	8.0%	58	3,538
62	661	9.0%	59	3,658
63	602	10.0%	60	3,780
64	542	10.0%	54	3,456
65	488	20.0%	98	6,370
66	390	25.0%	98	6,468
67	292	25.0%	73	4,891
68	219	20.0%	44	2,992
69	175	22.0%	39	2,691
70	136	100.0%	136	9,520
Weighted Average				63,596

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Former Siemens Pension Plan for Union Employees (SPPU) Participants:

(1) Age	(2) Exposure	(3) Retirement Rate	(4) Assumed Number Retiring (2) x (3)	(5) Product (1) x (4)
55	1,000	5.0%	50	2,750
56	950	5.0%	48	2,688
57	902	8.0%	72	4,104
58	830	8.0%	66	3,828
59	764	10.0%	76	4,484
60	688	10.0%	69	4,140
61	619	15.0%	93	5,673
62	526	30.0%	158	9,796
63	368	20.0%	74	4,662
64	294	10.0%	29	1,856
65	265	25.0%	66	4,290
66	199	30.0%	60	3,960
67	139	25.0%	35	2,345
68	104	15.0%	16	1,088
69	88	15.0%	13	897
70	75	100.0%	75	5,250
Weighted Average				61,811

Percentage of Former SPP Active Ptps:	98.8%
Percentage of Former SPPU Active Ptps:	1.2%
Total Weighted Average Age at Retirement:	63.575357
Weighted Average Age at Retirement (rounded):	64

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	24,824,126	56,464,139	43,326,808	124,615,073
2025	19,768,539	11,072,457	37,999,257	68,840,253
2026	20,564,678	10,268,365	37,110,353	67,943,396
2027	19,259,355	9,390,527	36,542,107	65,191,989
2028	19,148,969	9,470,092	35,531,065	64,150,126
2029	19,353,407	9,314,047	34,257,304	62,924,758
2030	17,916,537	9,103,981	33,046,636	60,067,154
2031	17,754,878	9,892,169	31,946,908	59,593,955
2032	17,058,787	10,584,307	30,421,688	58,064,782
2033	15,500,309	9,055,223	29,137,336	53,692,868
2034	14,783,120	9,438,879	27,878,018	52,100,017
2035	14,155,449	9,086,719	26,408,796	49,650,964
2036	12,602,973	8,301,577	24,971,985	45,876,535
2037	12,122,968	8,379,244	23,544,178	44,046,390
2038	11,928,615	7,738,975	21,943,836	41,611,426
2039	10,872,656	6,805,734	20,400,585	38,078,975
2040	10,057,510	6,770,176	18,846,948	35,674,634
2041	9,434,852	6,086,696	17,296,112	32,817,660
2042	8,969,327	6,414,401	16,007,844	31,391,572
2043	8,325,662	5,628,525	14,273,056	28,227,243
2044	7,789,570	5,246,237	12,796,623	25,832,430
2045	7,282,030	4,983,409	11,481,389	23,746,828
2046	6,724,994	4,746,166	10,182,907	21,654,067
2047	6,284,258	4,437,289	8,794,953	19,516,500
2048	5,748,063	4,213,881	7,621,891	17,583,835
2049	5,263,617	3,938,615	6,542,232	15,744,464
2050	4,843,102	3,674,798	5,560,788	14,078,688
2051	4,464,710	3,415,145	4,680,035	12,559,890
2052	4,060,802	3,152,201	3,900,005	11,113,008
2053	3,700,695	2,889,851	3,262,919	9,853,465

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	3,355,492	2,630,624	2,630,963	8,617,079
2055	3,027,991	2,377,982	2,227,893	7,633,866
2056	2,708,635	2,134,913	1,712,743	6,556,291
2057	2,422,145	1,903,904	1,366,242	5,692,291
2058	2,149,027	1,686,948	1,191,730	5,027,705
2059	1,898,217	1,485,482	855,102	4,238,801
2060	1,667,508	1,300,368	673,283	3,641,159
2061	1,456,989	1,131,928	529,971	3,118,888
2062	1,266,324	980,014	418,068	2,664,406
2063	1,094,801	844,076	331,342	2,270,219
2064	941,432	723,270	264,476	1,929,178
2065	805,058	616,556	213,053	1,634,667
2066	684,407	522,794	173,478	1,380,679
2067	578,190	440,812	142,891	1,161,893
2068	485,153	369,464	161,121	1,015,738
2069	404,093	307,663	100,237	811,993
2070	333,885	254,392	85,140	673,417
2071	273,480	208,722	72,797	554,999
2072	221,904	169,807	62,510	454,221
2073	178,242	136,881	53,791	368,914

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

The Siemens Medical Solutions USA, Inc. Pension Plan was established with the January 1, 2018 transfer of assets and liabilities for Healthcare participants from the Siemens Pension Plan and the Siemens Pension Plan for Union Employees. The plan provisions that follow are the provisions from the Siemens plans.

1.1 Plan provisions for Siemens Pension Plan

Plan Provisions

The pension plan became effective October 1, 1965. Effective December 31, 2010, all benefits accrued under the plan (final average pay and cash balance) were frozen for all participants.

Eligibility	January 1 st or July 1 st coincident with or following completion of six months of employment. Employees hired or rehired after April 1, 2006 are not eligible for the Plan.
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Definitions

Vesting service	Elapsed time from date of hire.
Benefit Service	Years and completed months from participation date. Benefit service is frozen as of December 31, 2010.
Compensation	All cash compensation including base pay, bonuses, overtime, shift differential, commissions, salary continuation payments, tax-deferred contributions to the Siemens Savings Plan. Compensation earned after December 31, 2010 is not included since the plan is frozen.
Average final compensation (AFC)	The average of the highest four consecutive plan years of compensation during the ten-year period preceding the participant's termination or retirement date
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with three years of vesting service.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Average final compensation benefit</p>	<p>1.125% of AFC up to \$12,000 plus 1.50% of AFC in excess of \$12,000, multiplied by Benefit Service.</p> <p>Subject to a minimum benefit for participants as of October 2, 1987, as summarized in Appendix XXV of the Siemens Pension Plan document.</p> <p>All benefits are frozen as of December 31, 2010.</p>																																
<p>Cash balance benefit</p>	<p>Account balance established at the later of January 1, 2001 and participation date. Account balance is increased monthly with Pay and Interest Credits.</p> <p>Interest Credits are based on the 30-year Treasury rate for August immediately preceding the calendar year, but no less than 4.06%.</p> <p>Pay Credits are based on the contribution level of each operating company and vesting service, as follows:</p> <table border="1" data-bbox="610 835 1390 1184"> <thead> <tr> <th>Service</th> <th>Low</th> <th>Middle</th> <th>High</th> </tr> </thead> <tbody> <tr> <td><5</td> <td>2.00%</td> <td>3.00%</td> <td>4.00%</td> </tr> <tr> <td>5 - 9</td> <td>2.50%</td> <td>3.75%</td> <td>5.00%</td> </tr> <tr> <td>10 - 14</td> <td>3.00%</td> <td>4.50%</td> <td>6.00%</td> </tr> <tr> <td>15 - 19</td> <td>4.00%</td> <td>6.00%</td> <td>8.00%</td> </tr> <tr> <td>20 - 24</td> <td>5.00%</td> <td>7.50%</td> <td>10.00%</td> </tr> <tr> <td>25 - 29</td> <td>6.00%</td> <td>9.00%</td> <td>12.00%</td> </tr> <tr> <td>30 +</td> <td>7.50%</td> <td>11.25%</td> <td>15.00%</td> </tr> </tbody> </table> <p>If a participant was a member of the Plan prior to January 1, 2001, then the participant will not receive a benefit less than the minimum benefit accrued under the Final Average Pay formula or any other grandfathered prior plan as of December 31, 2000.</p> <p>Effective December 31, 2010, Pay Credits will no longer be credited to the account balances. Interest Credits will continue to be earned.</p>	Service	Low	Middle	High	<5	2.00%	3.00%	4.00%	5 - 9	2.50%	3.75%	5.00%	10 - 14	3.00%	4.50%	6.00%	15 - 19	4.00%	6.00%	8.00%	20 - 24	5.00%	7.50%	10.00%	25 - 29	6.00%	9.00%	12.00%	30 +	7.50%	11.25%	15.00%
Service	Low	Middle	High																														
<5	2.00%	3.00%	4.00%																														
5 - 9	2.50%	3.75%	5.00%																														
10 - 14	3.00%	4.50%	6.00%																														
15 - 19	4.00%	6.00%	8.00%																														
20 - 24	5.00%	7.50%	10.00%																														
25 - 29	6.00%	9.00%	12.00%																														
30 +	7.50%	11.25%	15.00%																														

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Age 55 with 10 years of vesting service for average final compensation benefits. Vested cash balance benefits are immediately payable.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested with three years of vesting service.
Disability	Ten years of vesting service for average final compensation benefits. Cash balance benefits, if not already vested, are vested after 12 months of disability.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse. Cash balance benefits are immediately vested upon death of an active participant.
Benefits Paid Upon the Following Events	
Normal retirement	The average final compensation benefit or cash balance benefit, whichever is applicable.
Early retirement	For average final compensation benefits, the accrued benefit is reduced by 5/12% for each of the first 24 months by which the early retirement date precedes age 62 and by 1/2% for each additional month in excess of 24 months. There is no reduction for payments commencing on or after age 62. For cash balance benefits, an actuarially equivalent annuity is payable.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Deferred vested termination</p>	<p>For average final compensation benefits, the benefit paid at NRD, but actuarially reduced if payments begin after age 55 but before age 65.</p> <p>For cash balance benefits, account balance or actuarially equivalent annuity.</p>
<p>Disablement</p>	<p>For average final compensation benefits, the annual pension that is deferred to age 65 is the accrued benefit (based on benefit paid at NRD). The participant shall be credited with Vesting and Benefit Service during the period of disability until the earliest of commencement of retirement benefits, death, or recovery from disability. The disability benefit is payable from age 55 until the earlier of the date on which the participant recovers from disability or the date of the participant's death.</p> <p>For cash balance benefits, account balance is fully vested after 12 months of disability. Interest Credits granted until the account is paid out or an annuity payment is elected. No Pay Credits granted unless pay is received.</p>
<p>Preretirement death</p>	<p>For average final compensation benefits, return of accumulated employee contributions (if any); or if vested, annual pension payable for life to spouse is 50% of reduced joint and 50% survivor benefit, but not less than \$360. If spouse is more than 15 years younger than the member, the minimum is reduced by 1% for each year or fraction thereof, by which the difference in age exceeds 15 years.</p> <p>For cash balance benefits, return of accumulated employee contributions (if any); or account balance or actuarially equivalent annuity payable to beneficiary. Paid regardless of Vesting Service accrued by the participant.</p>
<p>Other Plan Provisions</p>	
<p>Forms of payment</p>	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

	Lump Sum (for average final compensation benefits less than \$5,000 or \$50 per month, and for Cash Balance participants).
Other Benefits	Certain operating companies receive special minimum benefits based on the terms of agreement when they entered the plan. In addition, certain benefit provisions from prior plans that were subsequently merged into this plan continue.
Pension Increases	None.
Plan participants' contributions	Some participants have an accumulated contribution balance from a prior plan. This balance is increased with interest annually.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.2 Plan provisions for Furnas Controls Restated Employees' Pension Plan

Plan Provisions

The pension plan became effective January 1, 1984. Effective September 30, 2009, the Siemens-Furnas Controls Restated Employees' Pension Plan was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	Prior to January 1, 1985: Date of employment. After January 1, 1985: Date employee has attained age 21 and completed one year of service with at least 1,000 hours.
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Definitions

Credited service	One year of credited service is granted for each calendar year in which the participant worked at least 1,000 hours. No credited service is earned after December 31, 2010.
Average Monthly Compensation (AMC)	Average monthly compensation during highest five consecutive of last ten calendar years, or last 60 months of employment, whichever is higher. No compensation earned after December 31, 2010 is used in the calculation of benefits.
Normal retirement date (NRD)	Age 65 with five years of participation.
Monthly pension benefit	50% of Average Monthly Compensation, less 50% of Primary Social Security Benefit, prorated for less than 30 years of Credited Service.

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Age 55 with 15 years of service.
Postponed retirement	Retirement after NRD.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Deferred vested termination	Full vesting after five years of service.
Disability	Ten years of service.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
Benefits Paid Upon the Following Events	
Normal retirement	The monthly pension benefit determined as of NRD.
Early retirement	The accrued benefit reduced by 1/15 th for each of the first five years, and by 1/30 th for each of the next five years that payment commences prior to NRD.
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.
Deferred vested termination	The monthly pension benefit deferred to age 65 or, if the participant elects, a reduced pension to begin any time between age 60 and 65. The reduction for early commencement is described in the Early Retirement section above.
Disablement	The Accrued Benefit is payable immediately with no reduction for payment before Normal Retirement Date.
Preretirement death	<p>After eligible for early or normal retirement: Benefit payable to surviving spouse as if participant retired on date of death with 75% joint and survivor option. Not reduced for early retirement if participant over age 60 and entitled to a disability benefit.</p> <p>After completion of 15 years of service: Benefit payable to surviving spouse as if participant elected 50% joint and survivor option deferred to age 55.</p> <p>After completion of five years of service: Benefit payable to surviving spouse as if participant elected 50% joint and survivor option deferred to age 65.</p>

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions	
Forms of payment	Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants. Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, Level Income Option.
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.3 Plan provisions for Siemens Building Technologies (“SBT Plan”)

Plan Provisions

The pension plan became effective April 1, 1975. Effective December 31, 2009, the Retirement Income Plan for Salaried Employees of Siemens Building Technologies, Inc., Landis Division, (SBT Plan) was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	First of the month following attainment of age 21 and completion of one year of service. Employees hired on or after January 1, 2005 are not eligible for the plan.
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Definitions

Vesting service	The sum of an employee’s service prior to January 1, 1997 plus all years and months after January 1, 1997, in which the employee was employed plus any service with Staefa Control Systems, Inc. not already included in his service if the employee began to participate before September 1, 1997, plus any period of severance of less than twelve consecutive months. Periods in which an employee is eligible to contribute but fails to do so are excluded.
Benefit service	An employee’s periods of plan participation expressed in completed years and months. Benefit service was frozen as of December 31, 2004.
Compensation	Total cash compensation, excluding certain special payments. Compensation shall not exceed the limit described in IRC Section 401(a)(17). No compensation after December 31, 2010 is used in the calculation of benefits.
Final average compensation (FAC)	Average compensation paid to a participant during the highest 60 consecutive months out of the last 120 months immediately preceding termination.
Covered Compensation (CC)	Average FICA taxable wage bases under the Social Security Act for the 35-year period ending on the earlier of Social Security retirement age or termination of employment.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Normal retirement date (NRD)	Later of age 65 or five years of participation.
Annual pension benefit	<p>The annual pension is the greater of (a) or (b), plus (c) plus (d):</p> <p>(a) \$17.50 per month for each year of Benefit Service earned between December 31, 1993 and December 31, 2004</p> <p>(b) 1% of FAC plus 0.5% of FAC in excess of CC, multiplied by Benefit Service earned between December 31, 1993 and December 31, 2004</p> <p>(c) Accrued benefit as of December 31, 1993, under the prior plan, indexed by the ratio of FAC at December 31, 2010 to FAC at December 31, 1993.</p> <p>(d) Frozen benefit as of December 31, 1993 under the Retirement Income Plan for Hourly Factory Employees of Skokie Plant of MCC Powers.</p>
Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Latest of age 55, completion of five years of Vesting Service, and completion of ten years of employment.
Postponed retirement	Retirement after NRD.
Deferred vested termination	Completion of five years of Vesting Service.
Disability	Total and Permanent Disability.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.
Benefits Paid Upon the Following Events	
Normal retirement	The annual pension benefit determined as of NRD.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Early retirement	The accrued benefit is reduced by 6-2/3% for each of the first five years and 3-1/3% for each of the next five years by which benefit commencement precedes NRD.
Postponed retirement	The annual pension benefit determined as of the actual retirement date.
Deferred vested termination	Accrued benefit deferred to NRD or, if eligible, an early retirement benefit as described above.
Disablement	The annual pension benefit, with benefit service continuing to accrue during the period of disability, until the earlier of NRD and commencement of benefits. Benefit service was frozen as of December 31, 2004, however, participants who were disabled on December 31, 2004 were eligible to earn benefit service up to June 30, 2005.
Preretirement death	Return of accumulated employee contributions (if any), if not married; if married, annual pension payable for life to spouse is 50% of reduced 50% Joint and Survivor benefit payable at the earliest retirement date.
Other Plan Provisions	
Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 5 Year, 10 Year, and 15 Year Certain and Life.</p> <p>Lump sum cash-out: Benefit paid immediately to participant as a lump sum if the actuarial equivalent of the age-65 monthly retirement benefit payable as a Life Annuity is less than \$5,000.</p>
Other Benefits	Employees who terminate without a vested right to their accrued benefit will receive a lump sum equal to their accumulated employee contributions with interest.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Pension Increases	None.
Plan participants' mandatory contributions	½% of Compensation up to \$20,000, plus 1% of Compensation in excess of \$20,000 up to Social Security Wage Base, plus 3% of Compensation above the Social Security Wage Base. As of January 1, 2005, no further mandatory participant contributions are made to the Plan. Interest is credited at an annual rate of 120% of the Federal mid-term rate for the first month of the plan year.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.4 Plan provisions for Siemens Healthcare Diagnostics, Inc. Cash Balance Plan (“Dade Plan” or “SHD Plan”)

Plan Provisions

The pension plan became effective January 1, 1995. Effective March 31, 2009, the Siemens Healthcare Diagnostics Inc. Cash Balance Plan was merged into the Siemens Pension Plan. Effective December 31, 2010, all benefits accrued were frozen.

Eligibility	First of the month following completion of one year of service. Employees hired by Siemens Healthcare Diagnostics Inc. on or after October 15, 2008 are not eligible to participate in the plan.
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Definitions

Year of Service	Each plan year in which an employee earns 1,000 hours of service.
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Vesting Service	Years of Service
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Benefit Service	Includes years of service earned subsequent to participation in the Plan. Benefit Service for Regular DuPont-transferred participants will only include Years of Service after May 7, 1996. Behring employees receive service from hire.
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Compensation	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, imputed income and interest on deferred bonus. Compensation shall not exceed the limit described in IRC Section 401(a)(17).
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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.
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Normal retirement date (NRD)	Age 65.
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Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Accrued benefit</p>	<p>This benefit formula only applies to employees of Siemens Healthcare Diagnostics Inc. hired before October 15, 2008 by Dade Behring Inc.</p> <p>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.</p> <p>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.</p> <p>The Cash Balance account is increased quarterly with Pay and Interest Credits.</p> <p>Interest Credits are based on the average annual yield on the Ten-Year Treasury Constant Maturities for the week in which the end of each quarter falls. The 12-month average is subject to a minimum of 5% and a maximum of 10% per annum.</p> <p>Pay Credits are based on Points as the last day of the immediately preceding Plan Year as follows:</p> <table border="1" data-bbox="597 940 1383 1325"> <thead> <tr> <th>Points as of Last Day of Preceding Plan Year</th> <th>Cash Balance Credit as a Percentage of Compensation</th> </tr> </thead> <tbody> <tr> <td>< 35</td> <td>4%</td> </tr> <tr> <td>35 – 44</td> <td>5%</td> </tr> <tr> <td>45 – 54</td> <td>6%</td> </tr> <tr> <td>55 – 64</td> <td>7%</td> </tr> <tr> <td>65 – 74</td> <td>8%</td> </tr> <tr> <td>75 – 84</td> <td>9%</td> </tr> <tr> <td>85 +</td> <td>10%</td> </tr> </tbody> </table> <p>Pay credits are no longer applied after December 31, 2010.</p>	Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation	< 35	4%	35 – 44	5%	45 – 54	6%	55 – 64	7%	65 – 74	8%	75 – 84	9%	85 +	10%
Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation																
< 35	4%																
35 – 44	5%																
45 – 54	6%																
55 – 64	7%																
65 – 74	8%																
75 – 84	9%																
85 +	10%																

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement	Completion of five years of Vesting Service and accumulation of 65 Points.
Postponed retirement	Retirement after NRD.
Deferred vested termination	100% vested with three years of Vesting Service.
Disability	Three years of Vesting Service and eligible for Social Security Disability Benefits. Benefit payable at NRD or earlier if participant accumulated at least 65 Points.
Preretirement death benefit	Death with 3 years of Vesting Service.
Benefits Paid Upon the Following Events	
Normal retirement	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Early retirement	Account balance payable as a lump sum or actuarially equivalent deferred Cash Balance annuity.
Postponed retirement	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Vested termination	Account balance payable as a lump sum or actuarially equivalent immediate Cash Balance annuity.
Disablement	Account Balance continues to earn Pay and Interest Credits, based on 25% of compensation in year prior to disability. Account Balance payable as a lump sum or Actuarially Equivalent Immediate Cash Balance Annuity.
Preretirement death	Lump Sum equal to Account Balance or Actuarially Equivalent Immediate Cash Balance Annuity (based on beneficiary's age).

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Other Plan Provisions	
Forms of payment	Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants. Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and Lump Sum.
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.
Future Plan Changes	
WTW is not aware of any future plan changes that are required to be reflected.	
Changes in Benefits Valued Since Prior Year	
There have been no changes in benefits valued since the prior year.	

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

1.5 Plan provisions for Siemens Pension Plan for Union Employees

Plan Provisions

The pension plan became effective January 1, 2001. The plan was amended and restated as of October 1, 2011. Effective December 31, 2010, all benefits accrued under the plan were frozen for participants in the following collective bargaining units:

- Local 124 of the International Brotherhood of Electrical Workers AFL-CIO, Kansas City, MO
- Federation of Independent Salaried Unions (FISU) and its Affiliates reporting out of Detroit, MI, Baltimore, MD or Union, NJ
- Local 2222 of the International Brotherhood of Electrical Workers reporting out of the Boston, MA district
- Federation of Independent Salaried Union (FISU) and its Pittsburgh based Affiliates reporting out of New Kensington, Plum Borough or Churchill, PA
- Local 716 of the International Brotherhood of Electrical Workers, Houston, TX

The most recent amendment reflected in the following plan provisions was effective November 19, 2015.

Eligibility	January 1 st or July 1 st coincident with or following completion of six months of Vesting Service.
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Definitions

Vesting service	From date of hire.
Compensation	Eligible compensation includes cash compensation, tax-deferred contributions to the Siemens Savings Plan, bonuses, special pay, overtime pay, shift differential, commissions, salary continuation payments, and Section 125 contributions. Compensation shall not exceed the limit described in IRC section 401(a)(17).
Normal retirement date (NRD)	Later of age 65 or the earlier of completion of three years of Vesting Service, termination of employment by reason of permanent layoff, termination of employment following a "period of the Member's disability" of at least 12 months, or transfer to an Affiliated Company outside of the United States that is not an Employing Company.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

<p>Cash balance benefit</p>	<p>Single life annuity determined by dividing the account balance by an annuity conversion factor based on the lump sum actuarial equivalence.</p> <p>Account balance established at the later of January 1, 2001 and participation date. Account balance is increased monthly with Pay and Interest Credits.</p> <p>Interest Credits are based on the 30-year Treasury rate for August immediately preceding the calendar year.</p> <p>Pay Credits are based on the contribution level of each operating company and vesting service, as follows:</p> <table border="1" data-bbox="597 646 1393 1050"> <thead> <tr> <th>Service</th> <th>Low</th> <th>Middle</th> <th>High</th> </tr> </thead> <tbody> <tr> <td>< 5</td> <td>2.00%</td> <td>3.00%</td> <td>4.00%</td> </tr> <tr> <td>5 – 9</td> <td>2.50%</td> <td>3.75%</td> <td>5.00%</td> </tr> <tr> <td>10 – 14</td> <td>3.00%</td> <td>4.50%</td> <td>6.00%</td> </tr> <tr> <td>15 – 19</td> <td>4.00%</td> <td>6.00%</td> <td>8.00%</td> </tr> <tr> <td>20 – 24</td> <td>5.00%</td> <td>7.50%</td> <td>10.00%</td> </tr> <tr> <td>25 – 29</td> <td>6.00%</td> <td>9.00%</td> <td>12.00%</td> </tr> <tr> <td>30 +</td> <td>7.50%</td> <td>11.25%</td> <td>15.00%</td> </tr> </tbody> </table> <p>Minimum benefit: If a participant was a member of the Siemens Westinghouse Retirement Plan for Union Employees prior to participating in the Plan, then the participant will not receive a benefit less than the Frozen Minimum Benefit accrued under the Career Average Pay formula of that plan.</p> <p>Effective December 31, 2010, Pay Credits will no longer be credited to the account balances. Interest Credits will continue to be earned.</p>	Service	Low	Middle	High	< 5	2.00%	3.00%	4.00%	5 – 9	2.50%	3.75%	5.00%	10 – 14	3.00%	4.50%	6.00%	15 – 19	4.00%	6.00%	8.00%	20 – 24	5.00%	7.50%	10.00%	25 – 29	6.00%	9.00%	12.00%	30 +	7.50%	11.25%	15.00%
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<p>Normal retirement</p>	<p>Retirement on NRD.</p>																																
<p>Postponed retirement</p>	<p>Retirement after NRD.</p>																																
<p>Deferred vested termination</p>	<p>100% vested with three years of Vesting Service.</p>																																
<p>Disability</p>	<p>100% vested after 12 months of disability.</p>																																

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SCHEDULE SB ATTACHMENTS

Preretirement death benefit	100% vested upon death while active.
Benefits Paid Upon the Following Events	
Normal retirement	Account Balance or Actuarially Equivalent annuity payable upon retirement.
Postponed retirement	The cash balance benefit determined as of the actual retirement date.
Deferred vested termination	Account Balance or Actuarially Equivalent annuity payable upon termination.
Disablement	Interest Credits granted until the account is paid out or an annuity payment is elected. No Pay Credits granted.
Preretirement death	Account Balance or Actuarially Equivalent annuity payable to beneficiary.
Other Plan Provisions	
Forms of payment	<p>Normal form of payment is a single life annuity for unmarried participants, and a 50% Joint and Survivor annuity for married participants.</p> <p>Optional forms: 50% Joint and Survivor, 66 2/3% Joint and Survivor, 75% Joint and Survivor, 100% Joint and Survivor, 10 Year Certain and Life, and Lump Sum.</p>
Pension Increases	None.
Plan participants' contributions	None.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
 EIN / PN: 22-2417778/001
 Plan Sponsor: Siemens Medical Solutions USA, Inc.
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Future Plan Changes

WTW is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

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

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	(27,684,358)	15.00000	(27,684,358)	(2,547,574)
2. Shortfall	01/01/2023	172,495,658	14.00000	164,937,422	15,894,335
Total				137,253,064	13,346,761

Plan Name: Siemens Medical Solutions USA, Inc. Pension Plan
EIN / PN: 22-2417778/001
Plan Sponsor: Siemens Medical Solutions USA, Inc.
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

The cash balance interest crediting rate for Salaried Employees increased from 4.06% to 4.28% for 2024 and 4.06% for 2025 and thereafter, and for Union Employees increased from 3.50% to 4.28% for 2024 and 3.50% for 2025 and thereafter.

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