

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

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.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [ ] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 10/18/1999
2a Plan sponsor's name, mailing address, city/town/state/zip: 30 CORPORATE DRIVE, SUITE 200, BURLINGTON, MA 01803
2b Employer Identification Number (EIN): 04-3477276
2c Plan Sponsor's telephone number: 781-270-1200
2d Business code (see instructions): 332900

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

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	4174
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	104
	<b>6a(2)</b>	100
	<b>6b</b>	2857
	<b>6c</b>	392
	<b>6d</b>	3349
	<b>6e</b>	667
	<b>6f</b>	4016
	<b>6g(1)</b>	
<b>6g(2)</b>		
<b>6h</b>		0
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input checked="" type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

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

**b General Schedules**

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

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

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**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.

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**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 \_\_\_\_\_

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<p><b>SCHEDULE A</b> <b>(Form 5500)</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Insurance Information</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ <b>File as an attachment to Form 5500.</b></p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p><b>2024</b></p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<p><b>A</b> Name of plan <b>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</b></p>	<p><b>B</b> Three-digit plan number (PN) ▶</p>	<p><b>001</b></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>CIRCOR INTERNATIONAL, INC.</b></p>	<p><b>D</b> Employer Identification Number (EIN) <b>04-3477276</b></p>	

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

**1 Coverage Information:**

(a) Name of insurance carrier  
**TRANSAMERICA LIFE INSURANCE COMPANY**

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
39-0989781	86231	50244-000	6	01/01/2024	12/31/2024

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
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**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<b>Part II</b>	<b>Investment and Annuity Contract Information</b>	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
<b>4</b>	Current value of plan's interest under this contract in the general account at year end .....	841222
<b>5</b>	Current value of plan's interest under this contract in separate accounts at year end.....	
<b>6</b>	<b>Contracts With Allocated Funds:</b>	
<b>a</b>	State the basis of premium rates ▶	
<b>b</b>	Premiums paid to carrier .....	<b>6b</b>
<b>c</b>	Premiums due but unpaid at the end of the year .....	<b>6c</b>
<b>d</b>	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... Specify nature of costs ▶	<b>6d</b>
<b>e</b>	Type of contract: (1) <input type="checkbox"/> individual policies                      (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
<b>f</b>	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
<b>7</b>	<b>Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)</b>	
<b>a</b>	Type of contract: (1) <input type="checkbox"/> deposit administration                      (2) <input type="checkbox"/> immediate participation guarantee (3) <input checked="" type="checkbox"/> guaranteed investment                      (4) <input type="checkbox"/> other ▶	
<b>b</b>	Balance at the end of the previous year .....	<b>7b</b> 828852
<b>c</b>	Additions: (1) Contributions deposited during the year .....	<b>7c(1)</b>
	(2) Dividends and credits.....	<b>7c(2)</b>
	(3) Interest credited during the year.....	<b>7c(3)</b> 21018
	(4) Transferred from separate account .....	<b>7c(4)</b>
	(5) Other (specify below)..... ▶	<b>7c(5)</b>
	(6) Total additions .....	<b>7c(6)</b> 21018
<b>d</b>	Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b> 849870
<b>e</b>	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year .....	<b>7e(1)</b> 8648
	(2) Administration charge made by carrier.....	<b>7e(2)</b>
	(3) Transferred to separate account .....	<b>7e(3)</b>
	(4) Other (specify below)..... ▶	<b>7e(4)</b>
(5) Total deductions .....	<b>7e(5)</b> 8648	
<b>f</b>	Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b> 841222

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

**8** Benefit and contract type (check all applicable boxes)

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

**9** Experience-rated contracts:

<b>a</b>	Premiums: (1) Amount received .....	<b>9a(1)</b>		
	(2) Increase (decrease) in amount due but unpaid .....	<b>9a(2)</b>		
	(3) Increase (decrease) in unearned premium reserve .....	<b>9a(3)</b>		
	(4) Earned ((1) + (2) - (3)) .....		<b>9a(4)</b>	0
<b>b</b>	Benefit charges (1) Claims paid .....	<b>9b(1)</b>		
	(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>		
	(3) Incurred claims (add (1) and (2)) .....		<b>9b(3)</b>	0
	(4) Claims charged .....		<b>9b(4)</b>	
<b>c</b>	Remainder of premium: (1) Retention charges (on an accrual basis) --			
	(A) Commissions .....	<b>9c(1)(A)</b>		
	(B) Administrative service or other fees .....	<b>9c(1)(B)</b>		
	(C) Other specific acquisition costs .....	<b>9c(1)(C)</b>		
	(D) Other expenses .....	<b>9c(1)(D)</b>		
	(E) Taxes .....	<b>9c(1)(E)</b>		
	(F) Charges for risks or other contingencies .....	<b>9c(1)(F)</b>		
	(G) Other retention charges .....	<b>9c(1)(G)</b>		
	(H) Total retention .....		<b>9c(1)(H)</b>	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) .....		<b>9c(2)</b>	
<b>d</b>	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement .....		<b>9d(1)</b>	
	(2) Claim reserves .....		<b>9d(2)</b>	
	(3) Other reserves .....		<b>9d(3)</b>	
<b>e</b>	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).) .....		<b>9e</b>	

**10** Nonexperience-rated contracts:

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

Specify nature of costs.

**Part IV Provision of Information**

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

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

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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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.

<b>A</b> Name of plan <u>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>CIRCOR INTERNATIONAL, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>04-3477276</u>	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> 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**

<b>1</b> Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>	<u>156814710</u>	
<b>b</b> Actuarial value .....	<b>2b</b>	<u>170689967</u>	
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	<u>3575</u>	<u>128095130</u>	<u>128095130</u>
<b>b</b> For terminated vested participants .....	<u>495</u>	<u>17258730</u>	<u>17258730</u>
<b>c</b> For active participants .....	<u>104</u>	<u>5051236</u>	<u>5051236</u>
<b>d</b> Total .....	<u>4174</u>	<u>150405096</u>	<u>150405096</u>
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</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 .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>	<u>4.97 %</u>	
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>	<u>0</u>	
<b>b</b> Expected plan-related expenses .....	<b>6b</b>	<u>1500000</u>	
<b>c</b> Target normal cost .....	<b>6c</b>	<u>1500000</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.

<b>SIGN HERE</b>			
	Signature of actuary	<u>10/07/2025</u>	Date
	<u>JAMES D. BURKE</u>	<u>23-06899</u>	Most recent enrollment number
	<u>CBIZ</u>	<u>215-587-0700</u>	Telephone number (including area code)
	<u>1845 WALNUT ST. 10TH FLOOR PHILADELPHIA, PA 19103</u>		
	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

<b>Part II Beginning of Year Carryover and Prefunding Balances</b>		(a) Carryover balance	(b) Prefunding balance
<b>7</b>	Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....	0	3888813
<b>8</b>	Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....		
<b>9</b>	Amount remaining (line 7 minus line 8) .....	0	3888813
<b>10</b>	Interest on line 9 using prior year's actual return of <u>9.83</u> % .....	0	382270
<b>11</b>	Prior year's excess contributions to be added to prefunding balance:		
	<b>a</b> Present value of excess contributions (line 38a from prior year) .....		0
	<b>b(1)</b> 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>5.10</u> % .....		0
	<b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....		
	<b>c</b> Total available at beginning of current plan year to add to prefunding balance .....		0
	<b>d</b> Portion of (c) to be added to prefunding balance .....		
<b>12</b>	Other reductions in balances due to elections or deemed elections .....	0	0
<b>13</b>	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....	0	4271083

<b>Part III Funding Percentages</b>			
<b>14</b>	Funding target attainment percentage .....	<b>14</b>	110.64 %
<b>15</b>	Adjusted funding target attainment percentage .....	<b>15</b>	113.48 %
<b>16</b>	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement .....	<b>16</b>	105.46 %
<b>17</b>	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....	<b>17</b>	%

<b>Part IV Contributions and Liquidity Shortfalls</b>							
<b>18</b> 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		
			<b>Totals ▶</b>	<b>18(b)</b>	0	<b>18(c)</b>	0

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

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

**21** Discount rate:

<b>a</b> Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
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**b** Applicable month (enter code) ..... **21b** 4

**22** Weighted average retirement age ..... **22** 63

**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**

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

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

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

<b>a</b> Target normal cost (line 6c) .....	<b>31a</b>	1500000
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....	<b>31b</b>	1500000

<b>32</b> Amortization installments:	Outstanding Balance	Installment
<b>a</b> Net shortfall amortization installment .....	0	0
<b>b</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**

<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	<b>34</b>	0
	Carryover balance	Prefunding balance
<b>35</b> Balances elected for use to offset funding requirement .....		0
<b>36</b> Additional cash requirement (line 34 minus line 35) .....	<b>36</b>	0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....	<b>37</b>	0

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

<b>a</b> Total (excess, if any, of line 37 over line 36)	<b>38a</b>	0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	<b>38b</b>	

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

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

<b>A</b> Name of plan <b>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>CIRCOR INTERNATIONAL, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>04-3477276</b>	

**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

**TRANSAMERICA RETIREMENT SOLUTIONS**

**13-3689044**

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

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

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

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

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**(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

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**(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

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

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

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

CBIZ, INC.

31-1582098

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50 70	NONE	601772	Yes <input type="checkbox"/> No <input checked="" 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)

FIDELITY INVESTMENTS

ONE SPARTAN WAY  
MERRIMACK, NH 03054

(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?
13 15 50 51	NONE	350930	Yes <input type="checkbox"/> No <input checked="" 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)

BAKER TILLY US, LLP

30-1413443

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	35176	Yes <input type="checkbox"/> No <input checked="" 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.

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

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  Department of the Treasury Internal Revenue Service  Department of Labor Employee Benefits Security Administration	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
<b>A</b> Name of plan <u>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) <span style="float: right;">▶</span> <u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CIRCOR INTERNATIONAL, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>04-3477276</u>

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN 500 INDEX POOL</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>		
<b>c</b> EIN-PN <u>82-6293122-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>21882438</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM EMERGING MARKET DEBT</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-022</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2883181</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM LONG DURATION</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>20-4659714-053</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11118493</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN DEVELOPED INTERNATIONAL IND</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>		
<b>c</b> EIN-PN <u>82-6293122-006</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4758785</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN EMERGING MARKETS INDEX POOL</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>		
<b>c</b> EIN-PN <u>82-6293122-007</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4537037</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN REAL ESTATE INDEX POOL CL A</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>		
<b>c</b> EIN-PN <u>82-6293122-012</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3672947</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>SPARTAN EXTENDED MARKET INDEX POOL</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC</u>		
<b>c</b> EIN-PN <u>82-6293122-010</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3411296</u>

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN SMALL CAP INDEX POOL A			
<b>b</b> Name of sponsor of entity listed in (a): GEODE CAPITAL MANAGEMENT TRUST COMPANY, LLC			
<b>c</b> EIN-PN 82-6293122-009	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	878135
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM LONG US TREASURY STRIPS			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-120	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	331629
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM 8-10 YEAR CORPORATE BOND COMM			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-155	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	54935073
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM SELECT CANADA POOL			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-101	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2438628
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM SELECT INTERNATIONAL SMALL CAP			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-036	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM LONG CORPORATE A OR BETTER			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-103	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM INSTITUTIONAL CASH COMMINGLED			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-055	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: SPARTAN REAL ESTATE INDEX POOL CL A			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 82-6293122-012	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIAM GLOBAL LOW VOLATILITY EQUITY C			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-4659714-145	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	0
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY LONT-TERM BOND INDEX F			
<b>b</b> Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT TRUST COMPANY			
<b>c</b> EIN-PN 20-3839747-000	<b>d</b> Entity code P	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	32582432



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>CIRCOR INTERNATIONAL, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>04-3477276</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

	(a) Beginning of Year	(b) End of Year
<b>Assets</b>		
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	
<b>(3)</b> Other .....	<b>1b(3)</b>	89848      776
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	1373175      218495
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	154522835      110847642
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	0      32582432
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	828852      841222
<b>(15)</b> Other .....	<b>1c(15)</b>	

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	156814710	144490567
<b>Liabilities</b>			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	156814710	144490567

**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
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		0
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	25613	
(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)		25613
(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)	21019	
(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)		21019
(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)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		7480753
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		-1891344
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		5636041

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	16550732	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		16550732
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>	35176	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	350930	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>	601772	
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	421574	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		1409452
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		17960184

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		-12324143
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

**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
<b>a</b> 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>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		10000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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		
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
<b>n</b> 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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 561183.

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

<b>A</b> Name of plan <u>CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>CIRCOR INTERNATIONAL, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>04-3477276</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

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

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 13-3689044 39-0989781

**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		0
---	--	---

<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

**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

<b>Part IV</b>	<b>ESOPs</b> (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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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: 26.5 % Private Equity: \_\_\_\_\_ % Investment-Grade Debt and Interest Rate Hedging Assets: 68.9 %  
 High-Yield Debt: \_\_\_\_\_ % Real Assets: 2.6 % Cash or Cash Equivalents: \_\_\_\_\_ % Other: 2.0 %

**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 \_\_\_\_\_.

# **CIRCOR International, Inc. Retirement Plan**

Financial Statements and  
Supplementary Information

December 31, 2024 and 2023

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## Independent Auditors' Report

To the Plan Administrator of  
CIRCOR International, Inc. Retirement Plan

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

We have performed audits of the financial statements of CIRCOR International, Inc. Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits and of accumulated plan benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits and of changes in accumulated plan benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

### Opinion

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

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

## **Basis for Opinion**

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

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CIRCOR International, Inc. Retirement Plan's ability to continue as a going concern for at least one year following 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.

## **Auditors' Responsibilities for the Audit of the Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 CIRCOR International, Inc. Retirement 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 CIRCOR International, Inc. Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### **Other Matter - Supplemental Schedules Required by ERISA**

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), and Schedule H, Line 4(j) - Schedule of Reportable Transactions as of and for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*Baker Tilly US, LLP*

Tewksbury, Massachusetts  
October 13, 2025

# CIRCOR International, Inc. Retirement Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	2024	2023
<b>Assets</b>		
<b>Investments</b>		
Investments at fair value	\$ 143,648,569	\$ 155,896,010
Investments at contract value	841,222	828,852
<b>Total investments</b>	<b>144,489,791</b>	<b>156,724,862</b>
<b>Receivables</b>		
Other receivables	776	89,848
<b>Total assets</b>	<b>144,490,567</b>	<b>156,814,710</b>
<b>Net assets available for benefits</b>	<b>\$ 144,490,567</b>	<b>\$ 156,814,710</b>

See notes to financial statements

## CIRCOR International, Inc. Retirement Plan

### Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

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#### Additions

##### Investment income

Net appreciation in fair value of investments	\$ 5,610,427
Interest and dividends	25,614

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<b>Total investment income</b>	<b>5,636,041</b>
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<b>Total additions</b>	<b>5,636,041</b>
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#### Deductions

Benefits paid to participants	16,550,732
Administrative expenses	1,409,452

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<b>Total deductions</b>	<b>17,960,184</b>
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<b>Net decrease</b>	<b>(12,324,143)</b>
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Net assets available for benefits

Beginning of year	156,814,710
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<b>End of year</b>	<b>\$ 144,490,567</b>
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See notes to financial statements

## CIRCOR International, Inc. Retirement Plan

### Statements of Accumulated Plan Benefits

December 31, 2024 and 2023

	2024	2023
<b>Actuarial present value of accumulated plan benefits</b>		
<b>Vested benefits</b>		
Active participants	\$ 5,016,118	\$ 4,863,725
Participants currently receiving payments	124,782,839	124,685,061
Termed vested participants	17,150,739	16,623,706
<b>Total vested benefits</b>	<b>146,949,696</b>	<b>146,172,492</b>
Nonvested benefits	13,031	19,734
<b>Total actuarial present value of accumulated plan benefits</b>	<b>\$ 146,962,727</b>	<b>\$ 146,192,226</b>

See notes to financial statements

## CIRCOR International, Inc. Retirement Plan

### Statement of Changes in Accumulated Plan Benefits

Year Ended December 31, 2024

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Actuarial present value of accumulated plan benefits at beginning of year	\$ 146,192,226
<b>Increase (decrease) during the year attributable to:</b>	
Benefits accumulated and actuarial expense	1,216,862
Increase for interest accumulated	7,585,427
Increase for actuarial assumption changes	8,518,944
Benefits paid to participants	(16,550,732)
<b>Net increase</b>	<b>770,501</b>
<b>Actuarial present value of accumulated plan benefits at end of year</b>	<b>\$ 146,962,727</b>

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See notes to financial statements

# CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

## 1. Description of Plan

The following description of the CIRCOR International, Inc. Retirement Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

### General

The Plan is a noncontributory defined benefit plan established effective October 18, 1999, as restated January 1, 2006. Prior to the plan freeze, the Plan covered all employees, excluding collectively bargained employees, employees of affiliated employers unless such employers have adopted this plan, independent contractors and nonresident alien employees, of CIRCOR International, Inc. and its subsidiaries (collectively, the Company and Plan Sponsor) who have completed one year of service and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The plan administrator is responsible for oversight of the Plan. The Retirement Plan Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the plan administrator.

As of July 1, 2006, in connection with an amendment to the Plan, the plan sponsor froze participation in the Plan and the pension benefits of the plan participants. Under the revised Plan, participants will not accrue any additional benefits under the defined benefit plan after June 30, 2006, and will instead receive enhanced benefits associated with the plan sponsor's defined contribution 401(k) plan. Effective June 30, 2006, the normal retirement benefit determined as of June 30, 2006 for any participant who earned an hour of service after June 30, 2006 was increased at an annual effective rate of 3.5% from June 30, 2006 to the first day of the month following the earlier of June 30, 2011, or the participant's termination from employment, death or retirement.

### Funding Policy

The Plan's funding policy requires the Company to contribute an amount which will meet or exceed the annual ERISA minimum funding requirements. The minimum funding requirements of ERISA were met in 2024. Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

### Pension Benefits

Plan participants are entitled to their plan benefits after terminating employment with vested rights.

#### Vesting

Participants become vested in the Plan upon completion of at least five years of service or attainment of the normal retirement age (65). If employees terminate before rendering the required years of service, they forfeit the right to receive the portion of their accumulated plan benefits attributable to the Company's contributions.

#### Normal Retirement Benefits

Upon becoming vested, participants are entitled to pension benefits beginning at age 65 equal to years and fractions of years of benefit service multiplied by the applicable benefit rate.

# **CIRCOR International, Inc. Retirement Plan**

Notes to Financial Statements

December 31, 2024 and 2023

## **Early Retirement Benefits**

Participants who elect to retire on an early retirement date may receive pension benefits upon the attainment of age 55 and completion of five or ten years of service, as defined. The early retirement benefit is computed by first calculating the normal retirement benefit based on the Participant's service as of the early retirement date, adjusted as necessary based on an early retirement formula, as defined.

Upon termination of employment, pension payments are normally paid in the form of a monthly annuity payable for their lifetime or, if married, in the form of a qualified joint or survivor annuity.

## **2. Summary of Accounting Policies**

### **Basis of Accounting**

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

### **Use of Estimates**

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

### **Investment Valuation and Income Recognition**

Investments are reported at fair value, except for the Plan's contract with an insurance entity, which is reported at contract value (see Note 5). 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 Retirement Plan Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company, as applicable. See Note 4 for discussion of fair value measurements. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and administrative expenses charged by the contract issuer.

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

### **Contributions**

The Company contributes such amounts as are necessary on an actuarial basis to provide sufficient assets to meet benefit payments to Plan members. Contributions to the Plan are recorded as additions to the Plan on an accrual basis.

### **Payment of Benefits**

Benefits payments to participants are recorded upon distribution.

# CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

## Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the Statement of Changes in Net Assets Available for Benefits. In addition, certain investment related expenses are included in net appreciation in fair value of investments in the Statement of Changes in Net Assets Available for Benefits.

## Subsequent Events

Subsequent events were evaluated through October 13, 2025, the date the financial statements were available to be issued.

## 3. Actuarial Present Value of Accumulated Plan Benefits

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

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

The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025 and 2024. Had the valuations been performed as of December 31, 2024 and 2023, there would be no material differences. The significant actuarial assumptions used in the valuations were:

<b>Assumption</b>	<b>December 31, 2024</b>	<b>December 31, 2023</b>
Discount rate	4.65%	5.50%
Mortality	Pri-2012 Total Dataset Tables projected with Scale MP-2021	Pri-2012 Total Dataset Tables projected with Scale MP-2021
Retirement age	The average expected retirement age ranged from 55 to 65 for active participants, based upon plan provisions	The average expected retirement age ranged from 55 to 65 for active participants, based upon plan provisions
Asset Valuation Method	Fair Market Value	Fair Market Value
Actuarial Cost Method	Present Value of Total Accumulated Benefits	Present Value of Total Accumulated Benefits

# CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

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

## 4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under authoritative guidance are described as follows:

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

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

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

*Money market fund:* These investments are stated at cost, which approximates fair value.

*Mutual fund:* Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual fund held by the Plan is deemed to be actively traded.

## CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

*Investments measured at NAV:* Consisting of collective trusts, valued at the NAV of units of a bank collective trust. The NAV, as provided by the issuer, is used as a practical expedient to estimate fair value. The NAV is 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. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

<b>Assets at Fair Value as of December 31, 2024</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Money market fund	\$ 218,495	\$ -	\$ -	\$ 218,495
Mutual fund	32,582,432	-	-	32,582,432
<b>Total assets in the fair value hierarchy</b>	32,800,927	-	-	32,800,927
Investments measured at NAV (a)	-	-	-	110,847,642
<b>Total investments at fair value</b>	<b>\$ 32,800,927</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 143,648,569</b>

<b>Assets at Fair Value as of December 31, 2023</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Total</b>
Money market fund	\$ 1,373,175	\$ -	\$ -	\$ 1,373,175
Mutual fund	32,774,598	-	-	32,774,598
<b>Total assets in the fair value hierarchy</b>	34,147,773	-	-	34,147,773
Investments measured at NAV (a)	-	-	-	121,748,237
<b>Total investments at fair value</b>	<b>\$ 34,147,773</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 155,896,010</b>

(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 this 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.

## CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

### Fair Value of Investments That Calculate NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Geode Capital Management Trust Company, LLC Collective Trusts	\$ 39,140,638	None	Daily	None
Fidelity Institutional Asset Management Trust Company, LLC Collective Trusts	71,707,004	None	Daily	15 days
<b>Total</b>	<b>\$ 110,847,642</b>			

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Geode Capital Management Trust Company, LLC Collective Trusts	\$ 42,479,073	None	Daily	None
Fidelity Institutional Asset Management Trust Company, LLC Collective Trusts	79,269,164	None	Daily	15 days
<b>Total</b>	<b>\$ 121,748,237</b>			

### 5. Guaranteed Investment Contract

The Plan entered into a guaranteed investment contract with Transamerica Life Insurance Company. Transamerica Life Insurance Company maintains the contributions in an unallocated fund to which it adds interest at a rate of 2.6% as of December 31, 2024. Amounts contributed to the contract are merged with the general assets of Transamerica Life Insurance Company and earn a guaranteed crediting rate, as defined, which is established on an annual basis by Transamerica Life Insurance Company. Application of the contract asset charge and any discontinuance charges or service fees, as defined, are deducted from the account and would reduce the Plan's return. Payment obligations and the fulfillment of any guarantees specified in the guaranteed investment contract are insurance claims supported by the assets in the investment. If such assets are not sufficient, payment is supported by the full faith and credit of Transamerica Life Insurance Company. In the event of termination of the contract, Transamerica Life Insurance Company may impose a hold for up to 270 days if the most recently announced upcoming credited rate has increased or has not changed. Additionally, under limited circumstances, Transamerica Life Insurance Company may impose up to a 12-month delay period on a withdrawal request from the plan sponsor.

# **CIRCOR International, Inc. Retirement Plan**

Notes to Financial Statements

December 31, 2024 and 2023

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments

## **6. Concentrations**

As of December 31, 2024 and 2023, the Plan had investments of \$109,399,887 and \$114,110,195, respectively, that were concentrated in three funds.

## **7. Information Certified by Trustee and Custodian**

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2024 and 2023. Accordingly, Fidelity Management Trust Company and Transamerica Life Insurance Company, the Trustee and Custodian of the Plan, respectively, have certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023, the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, the related investment activity reported in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024, and the information reported in the supplemental Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2024. Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

## **8. Related-Party and Party in Interest Transactions**

The Plan's investments are administered under a contract with Fidelity Management Trust Company and Transamerica Life Insurance Company, the Trustee and Custodian of the Plan, respectively. Contributions are held and managed by Fidelity Management Trust Company and Transamerica Life Insurance Company, who invest cash received, interest and dividend income and make distributions to participants. These transactions are party in interest transactions under ERISA.

As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various service providers. Additionally, certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. These transactions are party in interest transactions under ERISA.

# CIRCOR International, Inc. Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

## 9. Plan Termination

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:

1. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees 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 plan provisions in effect at any time during the five years preceding plan termination.
2. Other vested benefits insured by the Pension Benefit Guaranty Corporation (PBGC) (a U.S. government agency) up to the applicable limitations.
3. All other vested benefits (that is, vested benefits not insured by the PBGC).
4. All nonvested benefits.

Benefits to be provided via contracts under which the issuer of a guaranteed investment contract is obligated to pay the benefits would be excluded for allocation purposes.

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 survivors' pensions. However, the PBGC does not guarantee all benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

## 10. Tax Status

The IRS has determined and informed the Company by a letter dated February 14, 2008, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC.

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

# **CIRCOR International, Inc. Retirement Plan**

Notes to Financial Statements

December 31, 2024 and 2023

## **11. Risks and Uncertainties**

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, concentration 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.

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

## CIRCOR International, Inc. Retirement Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3477276 Plan Number: 001

December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
Collective Trusts				
*	Fidelity Institutional Asset Management Trust Company, LLC	8-10 Year Corporate Bond Commingled Asset A	\$ 58,236,770	\$ 54,935,073
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	12,824,915	21,882,438
*	Fidelity Institutional Asset Management Trust Company, LLC	Long Duration CIT	11,702,003	11,118,493
	Geode Capital Management Trust Company, LLC	Spartan Developed International Index Pool	3,817,354	4,758,785
	Geode Capital Management Trust Company, LLC	Spartan Emerging Markets Index Pool A	4,198,708	4,537,037
	Geode Capital Management Trust Company, LLC	Spartan Real Estate Index Pool - Class A	3,378,911	3,672,947
	Geode Capital Management Trust Company, LLC	Spartan Extended Market Index Pool	3,227,528	3,411,296
*	Fidelity Institutional Asset Management Trust Company, LLC	Emerging Markets Debt Commingled Pool Class A	2,813,416	2,883,181
*	Fidelity Institutional Asset Management Trust Company, LLC	Select Canada Equity Comingled Pool	2,384,718	2,438,628
	Geode Capital Management Trust Company, LLC	Spartan Small Cap Index Pool A	803,241	878,135
*	Fidelity Institutional Asset Management Trust Company, LLC	Long U.S. Treasury Strips	371,153	331,629
Total collective trusts			103,758,717	110,847,642
Mutual Fund				
*	Fidelity Investments	Fidelity Long-term Treasury Bond Index F	43,358,803	32,582,432
Money Market Fund				
*	Fidelity Investments	Fidelity Government Portfolio Institutional Class	218,495	218,495
Insurance Fund				
*	Transamerica Life Insurance Company	Transamerica Stable Value Fixed Option Two	841,222	841,222
			\$ 148,177,237	\$ 144,489,791

\*A party in interest as defined by ERISA

## CIRCOR International, Inc. Retirement Plan

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 04-3477276 Plan Number: 001

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Single Transactions		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
No single transactions in 2024								
<b>Series Transactions</b>								
*	Fidelity Investments	Fidelity Government Portfolio Institution	7,519,135	-	-	7,519,135	7,519,135	-
*	Fidelity Investments	Fidelity Government Portfolio Institution	-	8,673,816	-	8,673,816	8,673,816	-
*	Fidelity Institutional Asset Management Trust Company	8-10 Year Corporate Bond Commingled Asset A	2,637,765	-	-	2,637,765	2,637,765	-
*	Fidelity Institutional Asset Management Trust Company	8-10 Year Corporate Bond Commingled Asset A	-	9,881,467	-	10,611,920	9,881,467	(730,450)
*	Fidelity Institutional Asset Management Trust Company	Long Duration CIT	6,059,852	-	-	6,059,852	6,059,852	-
*	Fidelity Institutional Asset Management Trust Company	Long Duration CIT	-	5,717,643	-	5,939,430	5,717,643	(221,783)
*	Fidelity Institutional Asset Management Trust Company	Fidelity Long-term Treasury Bond Index F	9,596,376	-	-	9,596,376	9,596,376	-
*	Fidelity Institutional Asset Management Trust Company	Fidelity Long-term Treasury Bond Index F	-	6,787,634	-	8,982,023	9,596,376	(2,194,392)
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	3,899,523	-	-	3,899,523	3,899,523	-
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	-	7,627,198	-	4,445,115	7,627,198	3,182,086
<b>Total Series Transactions</b>		\$ 29,712,651	\$ 38,687,758	\$ -	\$ -	\$ 68,364,955	\$ 71,209,151	\$ 35,461

\*A party in interest as defined by ERISA

**SCHEDULE SB ATTACHMENT**  
**Line 26a - Schedule of Active Participant Data**

Plan Name: CIRCOR International, Inc. Retirement Plan

EIN/PN: 04-3477276/001

Valuation Date: January 1, 2024

Age	Years of Credited Service										Total	
	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & Over		
Under 25	-	-	-	-	-	-	-	-	-	-	-	-
25 to 29	-	-	-	-	-	-	-	-	-	-	-	-
30 to 34	-	-	-	-	-	-	-	-	-	-	-	-
35 to 39	-	-	-	-	-	-	-	-	-	-	-	-
40 to 44	-	1	1	-	-	-	-	-	-	-	-	2
45 to 49	-	1	2	2	2	1	-	-	-	-	-	8
50 to 54	-	1	2	1	2	2	-	-	-	-	-	8
55 to 59	-	2	9	6	5	1	-	-	-	-	-	23
60 to 64	-	8	9	7	16	4	-	-	-	-	-	44
65 to 69	-	4	3	3	3	-	-	-	-	-	-	13
70 & Over	-	1	1	1	3	-	-	-	-	-	-	6
Total	-	18	27	20	31	8	-	-	-	-	-	104

## SUMMARY OF ASSUMPTIONS

**Funding Discount Rates**      IRS-Prescribed Three-Segment Rates, for the fourth month prior to the valuation date (September).

	Non-Stabilized	Limited to 25- Year Corridor
Segment 1:	3.62%	4.75%
Segment 2:	4.46%	4.87%
Segment 3:	4.52%	5.59%

The "Limited to 25 Year Corridor" rates are adjusted by the applicable maximum and applicable minimum percentages of the 25-year average segment rates, as set forth in the American Rescue Plan Act of 2021 ('ARPA') for use in Minimum Required Contribution calculations. The IRS Maximum Deductible Limit Calculations use the rates from the "Non-Stabilized" column above.

**Effective Interest Rate**      The Effective Interest Rate (EIR) for the current Plan Year is 4.97%. For the prior Plan Year, the EIR was 5.10%.

The EIR is the single rate of interest which, if used to determine the Funding Target, would result in the same Funding Target determined using the Plan Sponsor's above-elected discount rates. The EIR is used to discount contributions for minimum funding requirements and to accumulate excess contributions to the end of the year.

**Funding Expected Return on Assets**      The Expected Return on Assets (EROA) used in the calculation of the Actuarial Value of Assets is the lesser of (a) or (b), below:

(a) The Plan Sponsor's expected long-term rate of return on assets based on policy trust allocations; or

(b) The third segment rate in the IRS-prescribed three-segment rate assumption, based on the elections made by the Plan Sponsor for minimum funding purposes.

The results are as follows:

Plan Year	Assumption (a)	Seg. III (b)	EROA (smaller of (a) or (b))
2023	6.00%	5.74%	5.74%
2022	4.50%	5.92%	4.50%

**Funding Administrative Expenses** Administrative expenses of \$1,500,000 were estimated to be paid from the trust in the current Plan Year and were included in the Normal Cost.

**Funding Mortality** §430(h) Generational Mortality Tables for the Current Plan Year.

**Withdrawal Rates** Withdrawal rates vary by age and were assumed as follows:

Age	Withdrawal Rates
25	17.30%
30	16.30%
35	15.00%
40	13.30%
45	11.20%
50	8.56%
55	5.45%
60+	0.00%

The assumed rates of termination from active status incorporated into these measurements are based on an experience study of participant statuses for calendar years 2016 through 2020.

**Disability Incidence**Legacy Watts Hourly, Watts Salaried, and Tomco

Disability rates vary by age. Sample rates are as follows:

Age	Rates
35	0.098%
40	0.158%
45	0.259%
50	0.448%
55	0.845%
60	0.120%
65	0.154%

Legacy Power Transmission and Salaried

Disability rates vary by age. Sample rates are as follows:

Age	Rates
35	0.099%
40	0.162%
45	0.270%
50	0.493%
55	0.914%
60	1.470%
65	2.077%

Legacy Warren Pumps

Disability rates vary by age. Sample rates are as follows:

Age	Rates
35	0.129%
40	0.164%
45	0.221%
50	0.347%
55	0.712%
60	1.264%
65	0.000%

The current assumption has been selected based on observations of recent disablements, the actuary's experience with plans of a similar size, plan design, workforce composition, and discussions with the Plan Sponsor.

**Retirement Rates****Active Participants**Legacy Watts Hourly, Watts Salaried, and Tomco

Retirement rates which vary by age were assumed as follows:

Age	Rates
55	15.0%
56-59	5.0%
60-64	20.0%
65-69	25.0%
70+	100.0%

Legacy Power Transmission, Salaried and Warren Pumps

Retirement rates which vary by age were assumed as follows:

Age	Rates
55-61	2.0%
62-64	15.0%
65-69	50.0%
70+	100.0%

**Terminated Vested Participants**Legacy Watts Hourly, Watts Salaried, and Tomco

Retirement rates which vary by age were assumed as follows:

Age	Rates
55	5.0%
56-61	2.0%
62-64	5.0%
65	50.0%
66-69	20.0%
70+	100.0%

Legacy Salaried Fluid Handling, Power Transmission, Florence, Delroyd, Warren Pumps Salaried and Warren Pumps Hourly

Retirement rates which vary by age were assumed as follows:

Age	Rates
55-61	2.0%
62-64	5.0%
65	50.0%
66-69	20.0%
70+	100.0%

Legacy Warner Electric IL and Turbine

Retirement rates which vary by age were assumed as follows:

Age	Rates
57	25.0%
58-61	5.0%
62-64	10.0%
65	50.0%
66-69	20.0%
70+	100.0%

Legacy Fincor, Warner Electric TX, Warner Electric MI and Ameridrivers

Retirement rates which vary by age were assumed as follows:

Age	Rates
60-61	2.0%
62-64	5.0%
65	50.0%
66-69	20.0%
70+	100.0%

The assumed rates of retirement incorporated into these measurements are based on an experience study of participant statuses for calendar years 2016 through 2020.

**Spousal Assumptions**

80% of males and 80% of females are assumed to be married.

Females are assumed to be 3 years younger than males.

**Form of Payment**Legacy Watts Hourly, Watts Salaried, and Tomco

Participants are assumed to elect the following optional forms:

- 50% elect a single life annuity
- 5% elect a 10 year certain & continuous annuity
- 20% elect a 50% joint & survivor annuity
- 5% elect a 75% joint & survivor annuity
- 20% elect a 100% joint & survivor annuity

Legacy Salaried Fluid Handling, Power Transmission, Florence Fincor, Warren Pumps Salaried and Warren Pumps Hourly

Participants are assumed to elect the following optional forms:

- 50% elect a single life annuity
- 15% elect a 10 year certain & continuous annuity
- 15% elect a 50% joint & survivor annuity
- 5% elect a 75% joint & survivor annuity
- 15% elect a 100% joint & survivor annuity

Legacy Delroyd, Warner Electric TX, Warner Electric IL, Warner Electric MI, Ameridrivers, and Turbine

Participants are assumed to elect the following optional forms:

- 60% elect a single life annuity
- 30% elect a 50% joint & survivor annuity
- 5% elect a 75% joint & survivor annuity
- 5% elect a 100% joint & survivor annuity

The assumed rates of optional form elections incorporated into these measurements are based on an experience study of participant elections for calendar years 2016 through 2020.

**Changes in funding assumptions since the prior valuation**

In accordance with federal law, the discount rates for funding and PBGC purposes were updated from the discount rates disclosed in the 2023 Actuarial Valuation Report to the discount rates shown above.

In accordance with federal law, the funding mortality table was changed from the IRS 2023 Static Mortality Table to the IRS 2024 Generational Mortality Table.

Administrative expenses paid from the trust were decreased from \$1,900,000 to \$1,500,000, to reflect expenditures expected to be paid in this Plan Year.

The Plan Sponsor's expected long-term rate of return on assets for the calculation of the Actuarial Value of Assets changed from 4.50% to 6.00% to better reflect the Plan Sponsor's and the investment advisor's view of the long-term rate of return on assets based on current and target asset allocations as of the measurement date.

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## SUMMARY OF METHODS

**Actuarial Cost Method**

The Pension Protection Act (PPA) requires the calculation of the Target Liability and Target Normal Cost. The Target Liability represents the present value of benefits accumulated as of the valuation date. The present value is calculated by projecting future payments of the accrued benefit, adjusting for probability of receipt according to demographic assumptions, and discounting the payments back to the valuation date using the segment interest rates. Payments expected within five years of the valuation date are discounted using the first segment rate, payments expected at least five but within 20 years of the valuation date are discounted using the second segment rate, and payments expected at least 20 years from the valuation date are discounted using the third segment rate. The calculation of the Target Normal Cost is identical, except that the future payment stream is based on the benefit expected to accrue during the plan year.

**Funding Actuarial Value of Assets Method**

The Actuarial Value of Assets is determined by averaging three market values: the market values as of the current year valuation date, and the two market values at each of the prior two years' valuation dates. The two prior year market values are adjusted for any benefit payments, expenses, contributions, and expected returns that occurred between their respective valuation dates and the current year valuation date. The Actuarial Value of Assets is adjusted to be no greater than 110% and no less than 90% of the market value of assets as of the current year valuation date.

Accrued contributions are discounted back to the valuation date at the prior year's effective interest rate.

**Changes in methods since the prior valuation**

None.

## CIRCOR International, Inc. Retirement Plan

Schedule H, Line 4(j) - Schedule of Reportable Transactions

EIN: 04-3477276 Plan Number: 001

Year Ended December 31, 2024

(a) Identity of Party	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses	(g) Cost	(h) Current Value	(i) Net Gain/ (Loss)
Single Transactions		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
	No single transactions in 2024							
<b>Series Transactions</b>								
*	Fidelity Investments	Fidelity Government Portfolio Institution	7,519,135	-	-	7,519,135	7,519,135	-
*	Fidelity Investments	Fidelity Government Portfolio Institution	-	8,673,816	-	8,673,816	8,673,816	-
*	Fidelity Institutional Asset Management Trust Company	8-10 Year Corporate Bond Commingled Asset A	2,637,765	-	-	2,637,765	2,637,765	-
*	Fidelity Institutional Asset Management Trust Company	8-10 Year Corporate Bond Commingled Asset A	-	9,881,467	-	10,611,920	9,881,467	(730,450)
*	Fidelity Institutional Asset Management Trust Company	Long Duration CIT	6,059,852	-	-	6,059,852	6,059,852	-
*	Fidelity Institutional Asset Management Trust Company	Long Duration CIT	-	5,717,643	-	5,939,430	5,717,643	(221,783)
*	Fidelity Institutional Asset Management Trust Company	Fidelity Long-term Treasury Bond Index F	9,596,376	-	-	9,596,376	9,596,376	-
*	Fidelity Institutional Asset Management Trust Company	Fidelity Long-term Treasury Bond Index F	-	6,787,634	-	8,982,023	9,596,376	(2,194,392)
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	3,899,523	-	-	3,899,523	3,899,523	-
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	-	7,627,198	-	4,445,115	7,627,198	3,182,086
<b>Total Series Transactions</b>		\$ 29,712,651	\$ 38,687,758	\$ -	\$ -	\$ 68,364,955	\$ 71,209,151	\$ 35,461

\*A party in interest as defined by ERISA

<b>SCHEDULE SB</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Single-Employer Defined Benefit Plan</b> <b>Actuarial Information</b>  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).  <b>▶ File as an attachment to Form 5500 or 5500-SF.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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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.

<b>A</b> Name of plan CIRCOR INTERNATIONAL, INC. RETIREMENT PLAN	<b>B</b> Three-digit plan number (PN) ▶	001
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF CIRCOR INTERNATIONAL, INC.	<b>D</b> Employer Identification Number (EIN) 04-3477276	
<b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	<b>F</b> 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			
<b>1</b> Enter the valuation date:	Month <u>01</u>	Day <u>01</u>	Year <u>2024</u>
<b>2</b> Assets:			
<b>a</b> Market value .....	<b>2a</b>		156,814,710
<b>b</b> Actuarial value .....	<b>2b</b>		170,689,967
<b>3</b> Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
<b>a</b> For retired participants and beneficiaries receiving payment .....	3,575	128,095,130	128,095,130
<b>b</b> For terminated vested participants .....	495	17,258,730	17,258,730
<b>c</b> For active participants .....	104	5,051,236	5,051,236
<b>d</b> Total .....	4,174	150,405,096	150,405,096
<b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b) .....	<input type="checkbox"/>		
<b>a</b> Funding target disregarding prescribed at-risk assumptions .....	<b>4a</b>		
<b>b</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 .....	<b>4b</b>		
<b>5</b> Effective interest rate .....	<b>5</b>		4.97%
<b>6</b> Target normal cost			
<b>a</b> Present value of current plan year accruals .....	<b>6a</b>		0
<b>b</b> Expected plan-related expenses .....	<b>6b</b>		1,500,000
<b>c</b> Target normal cost .....	<b>6c</b>		1,500,000

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

<b>SIGN HERE</b>	<u>James D. Burke</u> Signature of actuary	<u>10/7/2025</u> Date	
	<u>James D. Burke</u> Type or print name of actuary	<u>2306899</u> Most recent enrollment number	
	<u>CBIZ</u> Firm name	<u>215-587-0700</u> Telephone number (including area code)	
	<u>1845 Walnut St. 10th Floor Philadelphia PA 19103</u> 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**



<b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b>				
<b>21</b> Discount rate:				
<b>a</b> Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
<b>b</b> Applicable month (enter code).....				<b>21b</b> 4
<b>22</b> Weighted average retirement age .....				<b>22</b> 63
<b>23</b> Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

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

<b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>				
<b>28</b> Unpaid minimum required contributions for all prior years .....				<b>28</b> 0
<b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....				<b>29</b> 0
<b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....				<b>30</b> 0

<b>Part VIII Minimum Required Contribution For Current Year</b>				
<b>31</b> Target normal cost and excess assets (see instructions):				
<b>a</b> Target normal cost (line 6c).....				<b>31a</b> 1,500,000
<b>b</b> Excess assets, if applicable, but not greater than line 31a .....				<b>31b</b> 1,500,000
<b>32</b> Amortization installments:	Outstanding Balance		Installment	
<b>a</b> Net shortfall amortization installment .....	0		0	
<b>b</b> Waiver amortization installment .....	0		0	
<b>33</b> 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 .....				<b>33</b>
<b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....				<b>34</b> 0
	Carryover balance	Prefunding balance	Total balance	
<b>35</b> Balances elected for use to offset funding requirement .....			0	
<b>36</b> Additional cash requirement (line 34 minus line 35).....				<b>36</b> 0
<b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....				<b>37</b> 0
<b>38</b> Present value of excess contributions for current year (see instructions)				
<b>a</b> Total (excess, if any, of line 37 over line 36)				<b>38a</b> 0
<b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....				<b>38b</b>
<b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....				<b>39</b> 0
<b>40</b> Unpaid minimum required contributions for all years .....				<b>40</b> 0

<b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>				
<b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021				

**CIRCOR International, Inc. Retirement Plan**  
**Attachment to the 2024 Form 5500 Schedule SB**

**EIN: 04-3477276**  
**PN: 001**

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

<b>Plan Year</b>	<b>Active Participants</b>	<b>Terminated Vested Participants</b>	<b>Retired Participants</b>	<b>Total</b>
2024	122,977	650,879	15,058,393	15,832,249
2025	198,184	765,779	14,377,538	15,341,501
2026	254,760	916,443	13,700,511	14,871,714
2027	307,346	1,039,601	13,007,725	14,354,673
2028	341,467	1,131,596	12,307,768	13,780,830
2029	366,372	1,204,795	11,604,082	13,175,248
2030	385,016	1,271,085	10,895,631	12,551,732
2031	395,765	1,329,758	10,188,947	11,914,470
2032	402,778	1,353,652	9,488,461	11,244,890
2033	404,926	1,373,448	8,794,731	10,573,104
2034	403,295	1,370,397	8,109,221	9,882,912
2035	399,100	1,374,764	7,434,883	9,208,747
2036	392,896	1,366,235	6,786,833	8,545,964
2037	385,940	1,335,668	6,157,833	7,879,441
2038	378,091	1,304,252	5,557,947	7,240,290
2039	370,273	1,269,572	4,986,341	6,626,186
2040	361,321	1,232,010	4,444,375	6,037,706
2041	351,128	1,187,858	3,934,145	5,473,130
2042	342,340	1,137,632	3,457,398	4,937,369
2043	329,890	1,087,381	3,015,459	4,432,731
2044	316,352	1,033,548	2,609,178	3,959,078
2045	301,872	977,539	2,238,898	3,518,310
2046	286,543	920,046	1,904,485	3,111,073
2047	270,325	862,158	1,605,336	2,737,819
2048	253,338	804,831	1,340,416	2,398,586
2049	235,722	745,032	1,108,304	2,089,059
2050	217,665	685,335	907,209	1,810,208
2051	199,334	626,218	735,010	1,560,562
2052	180,926	568,636	589,335	1,338,896
2053	162,759	512,491	467,629	1,142,880
2054	145,048	457,867	367,237	970,153
2055	128,028	405,789	285,495	819,312
2056	111,915	356,666	219,804	688,384
2057	96,888	310,841	167,705	575,434
2058	83,078	268,563	126,934	478,575
2059	70,573	230,023	95,439	396,035
2060	59,410	195,281	71,418	326,109

**CIRCOR International, Inc. Retirement Plan**  
**Attachment to the 2024 Form 5500 Schedule SB**

**EIN: 04-3477276**  
**PN: 001**

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

<b>Plan Year</b>	<b>Active Participants</b>	<b>Terminated Vested Participants</b>	<b>Retired Participants</b>	<b>Total</b>
2061	49,586	164,325	53,310	267,221
2062	41,054	137,059	39,805	217,919
2063	33,737	113,326	29,821	176,885
2064	27,537	92,905	22,487	142,929
2065	22,340	75,534	17,115	114,989
2066	18,024	60,925	13,180	92,129
2067	14,469	48,774	10,289	73,532
2068	11,562	38,775	8,149	58,485
2069	9,197	30,631	6,551	46,378
2070	7,282	24,060	5,345	36,687
2071	5,738	18,805	4,428	28,971
2072	4,497	14,634	3,726	22,857
2073	3,504	11,345	3,186	18,035
2074	2,712	8,765	2,772	14,249
2075	2,083	6,751	2,455	11,288
2076	1,585	5,182	2,214	8,981
2077	1,195	3,964	2,032	7,190
2078	890	3,019	1,896	5,805
2079	655	2,288	1,795	4,739
2080	475	1,724	1,721	3,921
2081	340	1,289	1,667	3,296
2082	239	956	1,625	2,820
2083	165	701	1,593	2,459
2084	112	509	1,566	2,187
2085	75	364	1,543	1,981
2086	49	256	1,521	1,826
2087	31	178	1,499	1,707
2088	19	121	1,476	1,616
2089	12	81	1,452	1,544
2090	7	53	1,425	1,485
2091	4	34	1,396	1,434
2092	2	21	1,364	1,387
2093	1	13	1,329	1,343
2094	1	8	1,290	1,298
2095	0	4	1,247	1,252
2096	0	3	1,201	1,203
2097	0	1	1,150	1,151

**CIRCOR International, Inc. Retirement Plan**  
**Attachment to the 2024 Form 5500 Schedule SB**

**EIN: 04-3477276**  
**PN: 001**

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

<u>Plan Year</u>	<u>Active</u> <u>Participants</u>	<u>Terminated Vested</u> <u>Participants</u>	<u>Retired</u> <u>Participants</u>	<u>Total</u>
2098	0	1	1,094	1,095
2099	0	0	1,034	1,035
2100	0	0	971	971
2101	-	0	904	904
2102	-	0	834	834
2103	-	0	763	763
2104	-	0	690	690
2105	-	-	618	618
2106	-	-	546	546
2107	-	-	477	477
2108	-	-	410	410
2109	-	-	347	347
2110	-	-	288	288
2111	-	-	235	235
2112	-	-	189	189
2113	-	-	149	149
2114	-	-	115	115
2115	-	-	87	87
2116	-	-	64	64
2117	-	-	46	46
2118	-	-	33	33
2119	-	-	22	22
2120	-	-	15	15
2121	-	-	10	10
2122	-	-	6	6
2123	-	-	4	4
2124	-	-	2	2
2125	-	-	1	1
2126	-	-	1	1
2127	-	-	0	0
2128	-	-	0	0
2129	-	-	0	0
2130	-	-	0	0
2131	-	-	0	0
2132	-	-	0	0
2133	-	-	0	0
2134	-	-	-	-

**Schedule SB, Line 22 - Description of Weighted Average Retirement Age**

**Legacy Watts Hourly, Watts Salaried and Tomco Retirement Table:**

<u>Age</u>	<u>Count</u>	<u>Ret. Rate</u>	<u># Ret</u>	<u>Weighted</u>	<u># Active</u>
55	1,000.000	15.00%	150.000	8,250.000	
56	850.000	5.00%	42.500	2,380.000	
57	807.500	5.00%	40.375	2,301.375	
58	767.125	5.00%	38.356	2,224.663	
59	728.769	5.00%	36.438	2,149.868	
60	692.330	20.00%	138.466	8,307.964	
61	553.864	20.00%	110.773	6,757.144	
62	443.091	20.00%	88.618	5,494.333	
63	354.473	20.00%	70.895	4,466.361	
64	283.578	20.00%	56.716	3,629.805	
65	226.863	25.00%	56.716	3,686.520	
66	170.147	25.00%	42.537	2,807.427	
67	127.610	25.00%	31.903	2,137.473	
68	95.708	25.00%	23.927	1,627.032	
69	71.781	25.00%	17.945	1,238.219	
70	53.836	100.00%	53.836	3,768.492	

Average Retirement Age 61.227 42

**Legacy Power Transmission, Salaried and Warren Pumps Retirement Table:**

<u>Age</u>	<u>Count</u>	<u>Ret. Rate</u>	<u># Ret</u>	<u>Weighted</u>	<u># Active</u>
55	1,000.000	2.00%	20.000	1,100.000	
56	980.000	2.00%	19.600	1,097.600	
57	960.400	2.00%	19.208	1,094.856	
58	941.192	2.00%	18.824	1,091.783	
59	922.368	2.00%	18.447	1,088.394	
60	903.921	2.00%	18.078	1,084.705	
61	885.842	2.00%	17.717	1,080.728	
62	868.126	15.00%	130.219	8,073.567	
63	737.907	15.00%	110.686	6,973.218	
64	627.221	15.00%	94.083	6,021.319	
65	533.138	50.00%	266.569	17,326.972	
66	266.569	50.00%	133.284	8,796.770	
67	133.284	50.00%	66.642	4,465.027	
68	66.642	50.00%	33.321	2,265.835	
69	33.321	50.00%	16.661	1,149.578	
70	16.661	100.00%	16.661	1,166.238	

Average Retirement Age 63.877 62

**Weighted Average Retirement Age: 62.741 104**

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## SUMMARY OF PRINCIPAL PLAN PROVISIONS

### Salaried Employees

<b>Freeze Date</b>	June 30, 2006
<b>Covered Employees</b>	As of October 18, 1999, a spin-off of employees from the Watts Industries, Inc. Retirement Plan for Salaried Employees occurred. No new participants after June 30, 2006.
<b>Eligibility</b>	Age 21 and one year of service. Hired before February 1, 2006.
<b>Benefit Service</b>	1,000 Hours of Service.
<b>Compensation</b>	Calendar year W-2 earnings including 401(k) and Section 125 deferrals. Compensation in excess of IRC Section 401(a)(17) limitations as indexed shall not be considered.
<b>Final Average Compensation</b>	Average of highest 60 consecutive monthly salaries out of the last 120 months.
<b>Maximum Offset Allowance</b>	At Social Security Retirement Age (SSRA), (i), (ii) or (iii) below, whichever is applicable: <ul style="list-style-type: none"><li>(i) if a Participant's SSRA is 65, .0075 of his or her Social Security Compensation;</li><li>(ii) if a Participant's SSRA is 66, .0068 of his or her Social Security Compensation;</li><li>(iii) if a Participant's SSRA is 67 or higher, .00625 of his or her Social Security Compensation, multiplied by his or her years of Benefit Service (up to a maximum of 25 years).</li></ul>

**Monthly Pension Benefit** A Participant's accrued monthly pension benefit shall be equal to the greater of (i), (ii), (iii), or (iv) below:

- (i) 1.67% times the Participant's Final Average Compensation less the Maximum Offset Allowance, the result of which is multiplied by his or her years of Benefit Service (maximum of 25 years);
- (ii) 1.00% times the Participant's Final Average Compensation multiplied by his or her years of Benefit Service (maximum of 25 years);
- (iii) the Participant's accrued benefit as of March 15, 1990 (or December 31, 1988 if the Participant is a highly compensated employee as defined in Section 414(q)(1)(A) or (B) of the Code);
- (iv) the Participant's accrued benefit under the Plan determined as of the December 31 preceding the date of determination.

For Participants who participated in the Spence Plan on December 31, 1991, the accrued monthly pension benefit shall be equal to the sum of (A) and (B) where:

(A) is equal to the sum of (1), (2), (3), and (4) below:

- (1)  $\frac{5}{8}$  of 1% of the Participant's Final Average Compensation multiplied by his or her years of benefit service earned prior to June 1, 1975 under the Spence Plan;
- (2)  $\frac{3}{4}$  of 1% of the Participant's Final Average Compensation multiplied by his or her years of benefit service earned on and after June 1, 1975 through May 31, 1980 under the Spence Plan;
- (3)  $\frac{7}{8}$  of 1% of the Participant's Final Average Compensation multiplied by his or her years of benefit service earned on and after June 1, 1980 through May 31, 1985 under the Spence Plan;
- (4) 1% of the Participant's Final Average Compensation multiplied by his or her years of benefit service earned on and after June 1, 1985 through December 31, 1986 under the Spence Plan.

The amount of the benefit calculated above shall be actuarially increased to reflect the change in the normal form of benefit payment from a 5 year certain and continuous annuity to a single life annuity.

(B) is equal to the greater of (1) or (2) below:

- (1) 1.67% times the Participant's Final Average Compensation less the Maximum Offset

Allowance, the result of which is multiplied by his or her years of Benefit Service earned under the Spence Plan on or after January 1, 1987 but prior to January 1, 1992, and Benefit Service earned under the Plan on or after January 1, 1992 (maximum of 25 years).

- (2) 1.00% of the Participant's Final Average Compensation multiplied by his or her years of benefit service earned under the Spence Plan on and after January 1, 1987 but prior to January 1, 1992 and his or her years of Benefit Service earned on and after January 1, 1992 under the Plan (up to a maximum of 25 years).

**Minimum Benefit**

The annual normal retirement benefit of a Participant who participated in the Watts Salaried Plan prior to October 18, 1999 and who was an Employee of Watts Industries, Inc. on January 1, 1979 shall in no event be less than an amount equal to the sum of (a) and (b) below for each year of Benefit Service:

- (a) 1% of that portion of his or her Compensation in each calendar year subject to taxes under the Federal Insurance Contributions Act, as adjusted by regulation each year, plus
- (b) 2% of that portion of his or her Compensation in each calendar year in excess of that amount subject to taxes under the Federal Insurance Contributions Act, as adjusted by regulation each year.

**Normal Retirement Pension**

**Eligibility:** Age 65 and 5 years of service.

**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.

**Early Retirement Pension**

**Eligibility:** Attainment of age 55 and completion of 5 years of service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced for commencement prior to Normal Retirement Date as follows:

5/9 of 1% for each of the first sixty months by which commencement of benefits precedes his or her Normal Retirement Date, and by 5/18 of 1% for each month thereafter, if any, by which commencement of benefits precedes his or her Normal Retirement Date.

**Deferred Retirement Pension****Eligibility:** Retirement after Normal Retirement Date.**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and compensation to the date of termination.**Vested Retirement Pension****Eligibility:** Completion of 5 years of service or attainment of age 65.**Benefit:** Monthly pension benefit determined as of termination date.**Disability Retirement Pension****Eligibility:** Disablement while employed and is eligible for and receiving disability benefits under Title II of the Social Security Act.**Benefit:** Shall continue to be credited with years of service for vesting and years of Benefit Service.**Death Retirement Pension****Eligibility:** Completion of five years of service.**Benefit:** 50% of the benefit the Participant would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.**Forms of Payment****Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.**Optional forms:** 50%, 75%, or 100% joint and contingent survivor, five-year, or ten-year period certain.

**Hourly Employees**

**Freeze Date** June 30, 2006

**Covered Employees** As of October 18, 1999, a spinoff of employees from the Watts Industries, Inc. Hourly Pension Plan occurred. No new participants after June 30, 2006.

**Eligibility** Age 21 and one year of service.

**Vesting Service** For Plan Year beginning before January 1, 2002:

<u>Hours of Service</u>	<u>Service</u>
1,000 or more	1.0
936-999	0.5
728-935	0.4
501-727	0.3
Less than 501	0.0

For Plan Years beginning after December 31, 2001: 1,000 Hours of Service

**Benefit Service** 2,080 Hours of Service. Partial years computed to the nearest 1/10th year. Benefit Service after June 30, 2006 is excluded.

**Monthly Pension Benefit** A Participant's accrued monthly pension benefit shall be equal to the number of his or her years of Benefit Service (including fractions thereof) multiplied by the benefit rate in effect on the date the Participant last performed an Hour of Service in accordance with the following applicable schedule (no additional benefit accruals after June 30, 2006):

**Industrial Products Division Employees**

Last Hour of Service		
On or After	But Before	Benefit Rule
October 18, 1999	January 1, 2002	\$13.50
January 1, 2002		\$15.00

**10 Industrial Inc. Employees**

Last Hour of Service		
On or After	But Before	Benefit Rule
October 18, 1999	January 1, 2002	\$13.00
January 1, 2002		\$15.00

**Circle Seal Controls, Inc. Employees**

Last Hour of Service		
On or After	But Before	Benefit Rule
October 18, 1999	N/A	\$15.00

**Leslie Controls, Inc. Employees**

Last Hour of Service		
On or After	But Before	Benefit Rule
October 18, 1999	January 1, 2002	\$13.00
January 1, 2002		\$15.00

**Hoke, Inc. Employees**

Last Hour of Service		
On or After	But Before	Benefit Rule
January 1, 2002	N/A	\$15.00

**Normal Retirement Pension**

**Eligibility:** Age 65 and 5 years of service.

**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.

**Early Retirement Pension**

**Eligibility:** Attainment of age 55 and completion of 5 years of service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced for commencement prior to Normal Retirement Date as follows:

5/9 of 1% for each of the first sixty months by which commencement of benefits precedes his or her Normal Retirement Date, and by 5/18 of 1% for each month thereafter, if any, by which commencement of benefits precedes his or her Normal Retirement Date.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and compensation to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of 5 years of service or attainment of age 65.

**Benefit:** Monthly pension benefit determined as of termination date.

**Disability Benefits**

**Eligibility:** Disablement while employed and is eligible for and receiving disability benefits under Title II of the Social Security Act.

**Benefit:** Shall continue to be credited with years of service for vesting and years of Benefit Service.

**Death Benefits**

**Eligibility:** Completion of five years of service.

**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.

**Optional Forms:** 50%, 75%, or 100% joint and contingent survivor, ten-year period certain.

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**Tomco Employees**

<b>Freeze Date</b>	December 31, 2003
<b>Covered Employees</b>	Effective December 31, 2003, the Tomco Products, Inc. Defined Benefit Plan was merged into the Plan. No new participants after December 31, 2003.
<b>Eligibility</b>	Age 21 and one year of service.
<b>Year of Service</b>	1,000 Hours of Service.
<b>Compensation</b>	Calendar year W-2 earnings including Section 125 deferrals. Compensation in excess of IRC Section 401(a)(17) limitations as indexed shall not be considered.
<b>Average Monthly Compensation</b>	Average of highest five consecutive salary years out of the last ten years, divided by 12.
<b>Monthly Pension Benefit</b>	<p>A Participant's accrued monthly pension benefit shall be equal to the sum of:</p> <ol style="list-style-type: none"> <li>1) 26% of such Participant's Average Monthly Compensation, plus;</li> <li>2) 16% of such Average Monthly Compensation in excess of one-twelfth of Covered Compensation, computed to the nearest cent.</li> </ol> <p>For Participants who are projected to have earned less than twenty-five (25) Years of Service as of the end of the Plan Year in which they attain Normal Retirement Age, the percentage in (1) above and the excess percentage in (2) above shall be reduced by one-twenty fifth for each such Year of Service less than twenty-five (25).</p>
<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Age 65 and 5 years of service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 55 and completion of 10 years of service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date, actuarially equivalent to the monthly pension payable on Normal Retirement Date. Actuarial equivalence is defined in the Plan Document.</p>

**Deferred Retirement Pension****Eligibility:** Retirement after Normal Retirement Date.**Benefit:** The deferred retirement benefit is equal to the greater of the monthly pension benefit payable at the employee's actual retirement date reflecting service and compensation to the date of termination and the actuarial equivalent of the Normal Retirement Benefit.**Vested Retirement Pension****Eligibility:** Completion of 5 years of service or attainment of age 65.**Benefit:** Monthly pension benefit determined as of termination date.**Disability Benefits**

None.

**Death Benefits****Eligibility:** Completion of five years of service.**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.**Forms of Payment****Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.**Optional forms:** 50%, 75%, or 100% joint and contingent survivor.

**Legacy Power Transmission**

**Freeze Date** January 31, 1999

**Covered Employees** As of December 31, 2001 a plan spinoff of employees from the Retirement Plan for Salaried U.S. Employees of Imo Industries Inc. and Affiliates occurred.

**Eligibility** Age 21 and one year of service.

**Salary** January 1 salary rate, plus bonuses and overtime. Annual compensation is limited by the limit under Includable Compensation under IRC 401 (a)(17).

**Final Average Salary** Average of highest five consecutive salary years out of the last ten years, divided by 12.

**Monthly Pension Benefit** A Participant's accrued monthly pension benefit shall be the sum of base and excess portions for each year of service from the date of plan entry.

<u>Period of Service</u>	<u>Base</u>	<u>Excess</u>
Tier 1, first 25 years	0.85% of FAS	0.65% of FAS above Covered Comp.
Tier 2, next 10 years	0.40% of FAS	0.40% of FAS above Covered Comp.

Boston Gear Charlotte employees receive a 1.15% base percentage for Tier 1 Service.

As of January 31, 1999, no further benefits will accrue. Active employees that at time received a benefit enhancement equal to 20% of the Base benefit.

**Minimum Benefit** \$16.50 per month for each year of service from the later of date of hire and date of division acquisition.

**Normal Retirement Pension** **Eligibility:** Age 65  
**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.

**Early Retirement Pension**

**Eligibility:** Attainment of age 55 and completion of 10 years of service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced for commencement prior to Normal Retirement Date as follows:

For active members with age plus years of service greater than 75, early retirement reduction factors are split between the Base and Excess portions of the current benefit formula. Reduction of base benefit is 3% from age 65. Reduction of excess benefit is the maximum early retirement factors from the IRS permitted disparity rules.

For active members age 55 with ten years of service who are not eligible under the Rule of 75, the entire benefit is reduced by IRS maximum integration factors.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and salary to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of 5 years of service or attainment of age 65.

**Benefit:** Monthly pension benefit determined as of termination date, reduced actuarially for payment before Normal Retirement Date.

**Death Benefits**

**Eligibility:** Completion of five years of service.

**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.

**Optional forms:** 50%, 66 2/3%, or 100% joint and contingent survivor, five-, ten-, or fifteen-year period certain, Social Security level income option with early retirement.

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**Florence Distribution Center**

<b>Freeze Date</b>	January 31, 1999
<b>Eligibility</b>	All hourly employees participate.
<b>Monthly Pension Benefit</b>	<p>Effective January 1, 1993, the monthly pension benefit was equal to \$15.00 per month for each year of service to a maximum of 35 years.</p> <p>In no event will a Participant's retirement benefit exceed the limits set forth in the Internal Revenue Code, Section 415.</p> <p>As of January 31, 1999, no further benefits will accrue. Active employees as of that date will receive a 20% increase in benefits.</p>
<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Later of age 65 and the fifth anniversary of plan participation.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 55 and completion of 10 years of service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of early retirement date reduced by 0.5% for each full month of payment before Normal Retirement Date.</p>
<b>Deferred Retirement Pension</b>	<p><b>Eligibility:</b> Retirement after Normal Retirement Date.</p> <p><b>Benefit:</b> The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and salary to the date of termination.</p>
<b>Vested Retirement Pension</b>	<p><b>Eligibility:</b> Completion of 5 years of service</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 0.5% for each full month of payment before Normal Retirement Date.</p>
<b>Death Benefits</b>	<p><b>Eligibility:</b> Vested and married at date of death.</p> <p><b>Benefit:</b> 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.</p>

**Disability Benefits**

**Eligibility:** Completion of ten years of service.

**Benefit:** Monthly pension benefit is payable immediately and is based on service at time of disability.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.

**Optional forms:** 50%, 66 2/3%, or 100% joint and contingent survivor, five-, ten-, or fifteen-year period certain, Social Security level income option with early retirement.

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**Fincor Division**

<b>Freeze Date</b>	January 31, 1999
<b>Eligibility</b>	All hourly employees participate.
<b>Monthly Pension Benefit</b>	<p>Effective January 1, 1993, the monthly pension benefit was equal to \$12.00 per month for each year of service to a maximum of 30 years.</p> <p>In no event will a Participant's retirement benefit exceed the limits set forth in the Internal Revenue Code, Section 415.</p> <p>As of January 31, 1999, no further benefits will accrue. Active employees as of that date will receive a 20% increase in benefits.</p>
<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Later of age 65 and the fifth anniversary of plan participation.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 60 and completion of 15 years of service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 0.5% for each full month of payment before Normal Retirement Date.</p>
<b>Deferred Retirement Pension</b>	<p><b>Eligibility:</b> Retirement after Normal Retirement Date.</p> <p><b>Benefit:</b> The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and salary to the date of termination.</p>
<b>Vested Retirement Pension</b>	<p><b>Eligibility:</b> Completion of 5 years of service</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 0.5% for each full month of payment before Normal Retirement Date.</p>
<b>Death Benefits</b>	<p><b>Eligibility:</b> Vested and married at date of death.</p> <p><b>Benefit:</b> 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.</p>

**Disability Benefits**

**Eligibility:** Completion of ten years of service.

**Benefit:** Monthly pension benefit is payable immediately and is based on service at time of disability.

**Forms of Payment**

**Normal Form:** Actuarially equivalent 50% joint and survivor annuity if married on date benefits commence; life annuity if single.

**Optional forms:** 50%, 66 2/3%, or 100% joint and contingent survivor, five-, ten-, or fifteen-year period certain, Social Security level income option with early retirement.

Hourly Paid Employees of Imo Industries Inc. Local 6061, AFL-CIO (Delroyd)

**Freeze Date** February 27, 1998

**Eligibility** Employed in Bargaining Unit.

**Monthly Pension Benefit** Monthly pension benefit is equal to the benefit multiplier based upon termination period times years and fractional years of continuous service.

<b>History of Benefit Multipliers</b>	<u>Termination Period</u>	<u>Benefit Multiplier</u>
	After December 1, 1992	\$24.00
	September 9, 1991 - September 30, 1992	\$21.00
	September 9, 1990 - September 8, 1991	\$20.00
	September 9, 1989 - September 8, 1990	\$19.00
	September 6, 1986 - September 8, 1989	\$17.76
	September 10, 1985 - September 5, 1986	\$17.00
	September 10, 1983 - September 9, 1985	\$16.00
	September 7, 1982 - September 9, 1983	\$15.00
	September 7, 1981 - September 6, 1982	\$14.00
	September 7, 1980 - September 6, 1981	\$13.00

**Normal Retirement Pension** **Eligibility:** Age 65.

**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.

**Early Retirement Pension** **Eligibility:** Later of age 55 or the date age plus service equals 75.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced by 4% per year of payment before age 62.

**Deferred Retirement Pension** **Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension** **Eligibility:** Completion of 5 years of service or attaining age 65.

**Benefit:** Monthly pension benefit determined as of termination date payable without reduction at age 62.

**Death Benefits**

**Eligibility:** Vested and married for one year prior to death.

**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Disability Benefits**

**Eligibility:** Completion of ten years of continuous service.

**Benefit:** \$300 per month until member's Normal Retirement date, at which time the member will receive a Normal Retirement Benefit based upon service through the last day of employment.

**Forms of Payment**

**Normal Form:** Actuarially equivalent 50% joint and survivor annuity if married on date benefits commence; life annuity if single.

**Optional Form:** Actuarially equivalent 75% joint and survivor annuity if married on date benefits commence

**Warner Electric in Wichita Falls, Texas**

<b>Freeze Date</b>	November 30, 2004
<b>Eligibility</b>	Each employee who was a Participant of Lodge No. 776 of the International Association of Machinists and Aerospace Workers Union is automatically eligible. Any other employee becomes eligible on the day on which he/she first performs an Hour of Service.
<b>Monthly Pension Benefit</b>	Effective January 1, 1999 the monthly pension benefit is equal to \$19.00 per month for all Credited Service after August 14, 1986 and \$15.56 per month for all Credited Service earned before that date.
<b>Credited Service</b>	<p>(1) All full and fractional years of service since August 14, 1986 while employed on an hourly basis by Wichita Clutch Plant, Industrial Power Transmission Division, Dana Corporation, plus</p> <p>(2) All full year and fractional years of past service ending on August 13, 1986 only for Employees with less than ten years of vesting service under the Prior Plan as of August 13, 1986.</p>

Service since August 14, 1986 is earned in accordance with the following schedule:

<u>Hours of Service in Plan Year</u>	<u>Month of Credited Service</u>
Less than 680	0
Exactly 680	4
681 – 850	5
851 – 1,020	6
1,021 – 1,190	7
1,191 – 1,360	8
1,361 – 1,530	9
1,531 – 1,700	10
1,701 – 1,800	11
1,801 and over	12

<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Age 65.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 60 and completion of ten years of Credited Service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 0.5% for each full month of payment before age 65.</p>

**Deferred Retirement Pension****Eligibility:** Retirement after Normal Retirement Date.**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.**Vested Retirement Pension****Eligibility:** Completion of 5 years of service.**Benefit:** Monthly pension benefit determined as of termination date reduced by 0.5% for each full month of payment before age 65.**Death Benefits****Eligibility:** Vested and married at date of death.**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.**Disability Benefits****Eligibility:** Completion of ten years of service prior to age 65.**Benefit:** The monthly pension benefit determined at date of disability shall be 10% greater than the early retirement benefit. In no event shall the benefit exceed the unreduced monthly pension benefit. For a covered employee whose disability pension is effective before he attains age 55, the amount shall be computed as if he/she were 55. The benefit shall commence no sooner than the seventh month of disability.**Forms of Payment****Normal Form:** Life annuity; or if married, a 50% joint and survivor annuity.**Optional Form:** if married, 75% joint and survivor annuity

**Supplemental Benefit**

Supplemental Benefits provided to certain employees with benefit amounts as follows:

<u>Employee</u>	<u>Normal Ret. Date</u>	<u>Amount of Supplement</u>
Coy Cox	Dec-89	\$191.12
Robert Grantom	Sep-94	\$191.12
Tom Hall	Jun-91	\$152.64
Jerry Loudamy	Oct-04	\$80.00
D.J. Sheppard	Dec-07	\$76.01
Arnold Peterson	Mar-95	\$56.38
Willie Goolsby	Aug-16	\$41.86
Gary Land	Apr-20	\$27.79
A.G. Walton	Dec-18	\$27.49
Doug Arnold	Jul-07	\$25.25
Marcus McAdoo	Jan-01	\$11.66

The supplement will be reduced should any of these employees retire before their normal retirement date. (Currently, the amount of the reduction is 0.5% for each month an employee is younger than 65 at retirement.) Also, surviving spouses will not be entitled to any portion of a supplement.

**Medicare Benefit**

**Eligibility:** Retiree or surviving spouse receiving normal, early, or disability (but not deferred vested) retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

**Benefit:** \$20.00 per month after age 65, or earlier eligibility for Medicare, Part B.

**Warner Electric in Roscoe and South Beloit, IL**

<b>Freeze Date</b>	November 30, 2004
<b>Eligibility</b>	Each employee who are members of United Steelworkers of America, Local Union No. 3245 and employed at the South Beloit or Roscoe, Illinois plants.
<b>Monthly Pension Benefit</b>	The Monthly Unit times years of Credited Service: <ol style="list-style-type: none"><li>1) \$25.00 for terminations between January 30, 1998 and January 31, 1999</li><li>2) \$27.50 for terminations between February 1, 1999 and January 30, 2000</li><li>3) \$28.75 for terminations between January 31, 2000 and January 28, 2001</li><li>4) \$30.00 for terminations between January 29, 2001 and January 25, 2004</li><li>5) \$31.00 for terminations on or after January 26, 2004.</li></ol>
<b>Credited Service</b>	<ol style="list-style-type: none"><li>1) All full and fractional years of service since last date of hire computed to the nearest one-tenth year.</li><li>2) If employee has worked more than 60 days and less than two years, a break in service occurs when absence from work equals length of service.</li><li>3) Employees with two or more years of service may be absent two years without a break in service, or longer if the reason for absence is military, paternity or maternity leave.</li><li>4) Vested employees who become re-employed following a break in service accrue Credited Service from before and after the break.</li></ol>
<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 62 and completion of five years of Credited Service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>

**Early Retirement Pension**

**Eligibility:** Attainment of age 57 and completion of five years of Credited Service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced according to the following schedule:

<u>Age</u>	<u>Early Retirement Factor</u>
57	0.6968
58	0.7458
59	0.7998
60	0.8597
61	0.9260
62	1.0000

Providing the pension benefit, including to the Surviving Spouse, will be unreduced for employees retiring on or after age 57 with 30 or more years of Credited Service.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of 5 years of service.

**Benefit:** Monthly pension benefit determined as of termination date reduced according to the schedule of factors for Early Retirement.

**Survivor Benefits**

**Eligibility:** Former and active vested employees and retirees who have elected the Normal Form of the Survivor Benefit.

**Benefit:**

- 1) Retirement Employees: Monthly Survivor Benefit equal to the percentage of benefit that the retiree has elected assuming a Joint and Survivor Option was chosen. Benefit payment begins on the first day of the month following the date of death.
- 2) Active Vested and Terminated Vested Employees: Monthly Survivor Benefit shall be equal to 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Reduction:** Pension Benefit of retiree is reduced actuarially for Survivor Benefit Option.

**Disability Benefits**

**Eligibility:** Completion of five years of Credited Service prior to age 62.

**Benefit:** The monthly pension benefit determined at date of disability shall be the greater of \$300.00 or the Accrued Benefit at date of disability, payable only after six consecutive months of disability. At age 62, the benefit will be re-determined to be the normal retirement benefit.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, a 50% joint and survivor annuity.

**Optional Forms:** if married, a 75% or 100% joint and survivor annuity.

**Lump Sum:** Participants who have attained at least age 57 with 30 or more years of service may elect a lump sum.

**Supplemental Benefit**

None.

**Medicare Benefit**

None.

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**Warner Electric in Warren, Michigan**

<b>Freeze Date</b>	November 30, 2004
<b>Eligibility</b>	Each employee who was a member of the Warren, Michigan facility is automatically eligible. Other employees become eligible on the day on which they first perform an Hour of Service. Employees hired on or after December 3, 2001 are not eligible to participate.
<b>Monthly Pension Benefit</b>	Effective January 1, 1999, the monthly pension benefit is equal to \$32.50 times years of Credited Service.

<b>Credited Service</b>	<p>On or after January 1, 1996, 1/12 a year of Credited Service will be granted for each month an Employee:</p> <ol style="list-style-type: none"><li>1) Is on the active payroll and has at least an Hour of Service;</li><li>2) Is on an approved sick leave of absence because of occupational injury or disease incurred in the course of his employment with the Company;</li><li>3) Is on an approved leave of absence because of maternity, union business, Peace Corps, or military service.</li></ol>
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Credited service is only granted for the first five years of a continuous sick leave, and for four years in the armed forces; unless reemployment rights under federal law allow a longer time.

<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Age 65.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Attainment of age 60 and completion of ten years of Credited Service; or between ages 55 and 60 with age plus Credited Service equaling 85 or more; or 30 years of Credited Service.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by an early retirement factor for payment before age 62.</p> <p>An early retirement benefit is recalculated at age 62 and one month without the early retirement percentage if retiring from active employment with either 30 or more years of Credited Service or age plus Credited Service equals 85 or more.</p>

**Special Early Retirement** **Eligibility:** Actively employed within 12 months of plant closing and age 55 with ten or more years of Credited Service.

**Benefit:** Unreduced early retirement benefit plus a temporary benefit of \$28.00 per month for each year of Credited Service up to 25 years.

**Early Retirement Supplement** **Eligibility:** Retirement before age 62 with 30 or more years of Credited Service (not available if pension service date is after January 1, 1991).

**Benefit:** In lieu of the early retirement benefit, \$2,100 per month will be paid until age 62.

**Interim Supplement** **Eligibility:** Retirement between ages 55 and 62 with less than 30 years of Credited Service (not available if pension service date is after January 1, 1991).

The interim supplement is paid based on age at retirement:

<u>Age</u>	<u>Monthly Amount per year of Credited Service</u>
55	\$14.83
56	\$17.45
57	\$20.57
58	\$24.09
59	\$27.48
60-62	\$31.75

**Deferred Retirement Pension** **Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Deferred Retirement Pension** **Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension** **Eligibility:** Completion of 5 years of service.

**Benefit:** Monthly pension benefit determined as of termination date reduced by an early retirement factor for each full month of payment before age 62.

**Survivor Benefits**

**Eligibility:** Vested and married for at least one year at date of death.

**Benefit:** If eligible for Early Retirement or disabled (age 55 and older with ten years of Credited Service and receiving disability benefits), 60% of the benefit the member would have received had he/she quit employment the day before death and elected a 60% joint and survivor option to commence at the earliest possible retirement date.

Otherwise, 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Disability Benefits**

None.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, a 60% joint and survivor annuity.

**Optional Form:** if married, a 75% joint and survivor annuity.

**Medicare Benefit**

**Eligibility:** Retiree or surviving spouse receiving normal or early retirement, who is age 65 or over or otherwise eligible for Medicare, Part B.

**Benefit:** \$61.00 per month after age 65.

**Ameridrives International Pension Fund for Hourly Employees Represented by Local  
#3199-10 United Steelworkers**

<b>Freeze Date</b>	November 30, 2004
<b>Eligibility</b>	Immediate.
<b>Credited Service</b>	Credited Service shall be credited for the period beginning on Employment Commencement Date and ending on the earlier of the Plan Freeze Date or Employment Severance Date. Credited Service shall be computed in completed full years and fractions of years treating each full calendar month of Credited Service as 1/12th year of Credited Service and aggregating partial calendar months of Credited Service, treating each full 30 days of Credited Service as 1/12th year of Credited Service.
<b>Monthly Pension Benefit</b>	The greater of (a) or (b): a) 1% of Average Monthly Earnings (10 years, frozen as of 10/1/2001) times Credited Service up to 45 years (only service until 10/1/2004 is counted).  b) \$30.00 (increasing to \$31.50 effective October 1, 2002, \$33 effective October 1, 2003, and \$34 effective September 20, 2004) times Credited Service up to 45 years.
<b>Normal Retirement Pension</b>	<b>Eligibility:</b> Later of age 65 and the fifth anniversary of plan participation.  <b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.
<b>Early Retirement Pension</b>	<b>Eligibility:</b> Attainment of age 60 and completion of 15 years of service.  <b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 0.5% for each full month of payment before Normal Retirement Date.  For Employees who retire with at least 30 years of service, the 0.5% monthly deduction does not apply and a \$225 monthly supplement is payable at age 62.
<b>Special Early Retirement</b>	<b>Eligibility:</b> 70 points (age plus service) and ten years of service or 80 points provided that service is broken by permanent shutdown, layoff, or disability.  <b>Benefit:</b> Unreduced normal retirement pension plus a \$300 monthly supplement payable until the earlier of age 62 or eligibility for Social Security disability benefits.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of 5 years of service.

**Benefit:** Monthly pension benefit determined as of termination date reduced by 0.5% for each full month of payment before Normal Retirement Date.

**Death Benefits**

**Eligibility:** Married at date of death.

**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

If the employee had attained age 50 with 15 years of service at death, the surviving spouse shall receive a benefit of at least \$100 per month.

**Disability Benefits**

**Eligibility:** Completion of 15 years of service

**Benefit:** The unreduced monthly accrued normal retirement benefit that is payable immediately and is based on service at the time of disability.

**Forms of Payment**

**Normal Form:** Actuarially equivalent 50% joint and survivor annuity if married on date benefits commence; ten-year certain and continuous if single.

**Optional Form:** if married, 75% or 100% joint and survivor annuity.

**Special Payment**

For those who retire under normal, early or special early retirement, an initial payment equal to 13 weeks of vacation pay will be made in lieu of the first three months of benefit payments.

### Legacy Salaried

<b>Legacy Plan Name</b>	Retirement Plan for Salaried U.S. Employees of Imo Industries and Affiliates									
<b>Freeze Date</b>	January 31, 1999									
<b>Covered Employees</b>	Employees at the Imo division and non-union, salaried employees of Warren Pumps who were Participants at January 31, 1999. No new Participants entered the Plan after January 31, 1999.									
<b>Eligibility</b>	Age 21 and one year of service.									
<b>Salary</b>	January 1 salary rate, plus bonuses and overtime. Annual Compensation is limited by the limit under Includable Compensation under IRC 401 (a)(17).									
<b>Final Average Salary</b>	Average of highest five consecutive salaries out of the last ten years.									
<b>Monthly Pension Benefit</b>	A Participant's accrued monthly pension benefit shall be the sum of base and excess portions for each year of service from date of plan entry. <table border="0" style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;"><u>Period of Service</u></th> <th style="text-align: left;"><u>Base</u></th> <th style="text-align: left;"><u>Excess</u></th> </tr> </thead> <tbody> <tr> <td>Tier 1, first 25 years</td> <td>1.15% of FAS</td> <td>0.65% of FAS above Covered Comp.</td> </tr> <tr> <td>Tier 2, next 10 years</td> <td>0.40% of FAS</td> <td>0.40% of FAS above Covered Comp.</td> </tr> </tbody> </table> <p style="margin-left: 40px;">As of January 31, 1999, no further benefits will accrue. Active employees at that time received a benefit enhancement equal to 20% of the Base benefit.</p>	<u>Period of Service</u>	<u>Base</u>	<u>Excess</u>	Tier 1, first 25 years	1.15% of FAS	0.65% of FAS above Covered Comp.	Tier 2, next 10 years	0.40% of FAS	0.40% of FAS above Covered Comp.
<u>Period of Service</u>	<u>Base</u>	<u>Excess</u>								
Tier 1, first 25 years	1.15% of FAS	0.65% of FAS above Covered Comp.								
Tier 2, next 10 years	0.40% of FAS	0.40% of FAS above Covered Comp.								
<b>Grandfathered Benefit</b>	Sum of prior benefit formula for benefit service prior to December 31, 1988, adjusted for increase in final average compensation after that date, and current benefit formula for benefit service after December 31, 1988.									
<b>Minimum Benefit</b>	\$16.00 for US Salaried, CEC Hourly, and Imo Pump Hourly. Benefit is per month for each year of service from the later of date of hire and date of division acquisition.									
<b>Transamerica offset for US Salaried</b>	Benefits payable under this plan are offset by the benefits which were accrued under the Transamerica Pension Plan as of December 31, 1986.									

**Normal Retirement Pension****Eligibility:** Age 65.**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.**Early Retirement Pension****Eligibility:** Attainment of age 55 and completion of ten years of service.**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced for commencement prior to Normal Retirement Date as follows:

For active members with age plus years of service greater than 75, early retirement reduction factors are split between the Base and Excess portions of the current benefit formula. Reduction of base benefit is 3% from age 65. Reduction of excess benefit is the maximum early retirement factors from the IRS permitted disparity rules.

For active members age 55 with ten years of service who are not eligible under the Rule of 75, the entire benefit is reduced by IRS maximum integration factors

**Deferred Retirement Pension****Eligibility:** Retirement after Normal Retirement Date**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service and salary to the date of termination.**Vested Retirement Pension****Eligibility:** Completion of five years of service or attainment of age 65.**Benefit:** Monthly pension benefit determined as of termination date, reduced actuarially for payment before Normal Retirement Date.**Death Benefits****Eligibility:** Completion of five years of service and married at death.**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.**Forms of Payment****Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.**Optional Forms:** 50%, 66 2/3%, or 100% joint and contingent survivor, five-, ten-, or fifteen-year period certain, Social Security level income option with Early Retirement.

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**Warren Pumps Salaried Employees**

<b>Freeze Date</b>	January 31, 1999
<b>Eligibility</b>	Each individual who is an Employee shall be considered a Participant beginning with the first date coincident with or next following his/her becoming an Employee.
<b>Employee</b>	Any person actually employed by the Company who is <ol style="list-style-type: none"><li>1) customarily employed in the United States</li><li>2) not included within a collective bargaining unit nor represented for collective bargaining by a labor organization.</li></ol>
<b>Service</b>	An employee's most recent period of uninterrupted service with the employer prior to Normal Retirement Date, or earlier termination of service, with no breaks in service. In calculating service, a Participant shall receive one-twelfth of a year of service for each calendar month worked. Service before a break will be aggregated with post-break service under certain conditions. Service shall not be considered broken in the event of suspension not exceeding twelve months, authorized leave of absence or absence on military service.
<b>Monthly Compensation</b>	The amount of a Participant's monthly base compensation (exclusive of payments for shift premiums and all compensation for overtime work or other compensation in excess of the Participant's regular salary rate) as of each January 1. Effective January 1, 1994, compensation may not exceed \$150,000, indexed in accordance with IRS regulations.
<b>Average Monthly Compensation</b>	Average monthly compensation as of each January 1, for the last five consecutive years of employment, not to exceed the monthly compensation as of January 1, 1992.

- Monthly Pension Benefit** On or after October 1, 1992, a Participant's accrued monthly pension benefit shall be the sum of:
- i) Post December 31, 1991 Benefit - 1.59% of the first \$1,450 of monthly compensation plus 2% of monthly compensation in excess of \$1,450 for each plan year beginning January 1, 1992; and
  - ii) Pre-January 1, 1992 Benefit - 1.59% of the first \$1,450 of average monthly compensation plus 2% of average monthly compensation in excess of \$1,450 for each year of service prior to January 1, 1992.

Notwithstanding the above, in no event shall any Participant's accrued monthly pension benefit be less than his accrued monthly pension on September 30, 1992.

As of January 31, 1999 no further benefits will accrue. Active employees as of that date will receive a 20% benefit enhancement. Minimum is \$12 per month for each year of service.

**Normal Retirement Pension**

**Eligibility:** Age 65.

**Benefit:** Monthly pension benefit determined as of Normal Retirement Date.

**Early Retirement Pension**

**Eligibility:** Attainment of age 55 and completion of five years of service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date reduced by .5% for each month prior to Normal Retirement Date after age 60 plus .4% for each month prior to age 60. If a Participant whose age and total service is at least 75 and who has at least 20 years of total service, the applicable reduction factors are .25% and .4167% respectively.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of five years of service or attainment of Normal Retirement Age.

**Benefit:** Monthly pension benefit determined as of termination, payable at Normal Retirement Date, or a reduced benefit paid earlier if Participant meets Early Retirement eligibility requirements.

**Death Benefits**

**Eligibility:** Completion of five years of service and had been married for at least one year at death.

**Benefit:** If the Participant dies prior to eligibility for Early Retirement, the life annuity to the spouse is calculated as if the Participant had survived to age 55, retired under the 50% joint and survivor form, and then died. The benefit commences on the first day of the month following the date the Participant would first have been eligible to retire, and is payable for the lifetime of the spouse.

If eligible for Early Retirement, the life annuity to the spouse is equal to 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

If the Participant dies after being retired for disability and after age 55, the life annuity to the spouse is calculated as if the Participant retired under the 50% joint and survivor form, and then died.

**Disability Benefits**

**Eligibility:** Completion of ten years of service, actively employed by the company and determined to be totally and permanently disabled.

**Benefit:** The monthly pension benefit reduced on account of retirement before age 65, but not less than \$12 per month for each year of service as of disability retirement date.

**Forms of Payment**

**Normal Form:** Actuarially equivalent 50% joint and survivor annuity if married on date benefits commence; five-year certain and continuous annuity if single.

**Optional Forms:** Optional forms of payment are available and may be elected prior to retirement.

**Hourly Paid Employees of Imo Industries Inc. Local 3355, AFL-CIO (Turbine)**

<b>Freeze Date</b>	January 31, 1999
<b>Eligibility</b>	Employed in Bargaining Unit.
<b>Monthly Pension Benefit</b>	Monthly pension benefit is equal to the benefit multiplier based upon termination period times years and fractional years of continuous service.

<b>History of Benefit Multipliers</b>	<b><u>Termination Period</u></b>	<b><u>Benefit Multiplier</u></b>
	After December 1, 1992	\$24.00
	September 9, 1991 - September 30, 1992	\$21.00
	September 9, 1990 - September 8, 1991	\$20.00
	September 9, 1989 - September 8, 1990	\$19.00
	September 6, 1986 - September 8, 1989	\$17.76
	September 10, 1985 - September 5, 1986	\$17.00
	September 10, 1983 - September 9, 1985	\$16.00
	September 7, 1982 - September 9, 1983	\$15.00
	September 7, 1981 - September 6, 1982	\$14.00
	September 7, 1980 - September 6, 1981	\$13.00

<b>Normal Retirement Pension</b>	<p><b>Eligibility:</b> Age 65.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date.</p>
<b>Early Retirement Pension</b>	<p><b>Eligibility:</b> Later of age 55 or the date age plus full years of continuous service equals 75.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of Early Retirement Date reduced by 4% per year of payment before age 62.</p>
<b>Deferred Retirement Pension</b>	<p><b>Eligibility:</b> Retirement after Normal Retirement Date.</p> <p><b>Benefit:</b> The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.</p>
<b>Vested Retirement Pension</b>	<p><b>Eligibility:</b> Completion of five years of service or attainment of age 65.</p> <p><b>Benefit:</b> Monthly pension benefit determined as of termination date payable without reduction at age 62.</p>

**Death Benefits**

**Eligibility:** Vested and married for one year prior to death.

**Benefit:** 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

**Disability Benefits**

**Eligibility:** Completion of ten years of continuous service.

**Benefit:** \$300 per month until member's Normal Retirement Date, at which time the member will receive a Normal Retirement Benefit based upon service through the last day of employment.

**Forms of Payment**

**Normal Form:** Life annuity, if single; Actuarially equivalent 50% joint and survivor annuity if married.

**Optional Form:** 75% joint and survivor annuity if married

**Legacy Warren Pumps**

<b>Freeze Date</b>	January 31, 2000
<b>Eligibility</b>	Members of I.U.E AFL-CIO Local 250 who are employed by Warren Pumps Inc. become Participants as of date of hire.
<b>Vesting Service</b>	One year for each 1,000 hour calendar year of employment.
<b>Benefit Service</b>	For benefit calculation purposes, each calendar year in which an employee has 1,700 or more hours of service shall be counted as one year of service. If an employee's total hours of service during a calendar year are less than 1,700 he/she shall receive prorate credit determined by dividing his/her total hours of service for such calendar year by 1,700.
<b>Monthly Pension Benefit</b>	The monthly pension benefit is \$26.00 for each year of Benefit Service if an employee retires on or after January 1, 1999, excluding any period during which the employee was eligible to participate in the former plan and did not participate by electing not to make contributions. Benefits will cease to accrue after January 31, 2000.
<b>Normal Retirement Pension</b>	<b>Eligibility:</b> Age 65. <b>Benefit:</b> Monthly pension benefit determined as of Normal Retirement Date. Participants may commence their benefits while actively employed at age 65.

**Early Retirement Pension**

**Eligibility:** Attainment of age 55 and completion of ten years of Benefit Service.

**Benefit:** Monthly pension benefit determined as of Early Retirement Date multiplied by an Early Retirement adjustment factor from the following table:

<u>Age</u>	<u>Factor</u>
65	1.000
64	0.912
63	0.834
62	0.765
61	0.703
60	0.647
59	0.597
58	0.552
57	0.511
56	0.474
55	0.440

If the Participant whose benefit age and total benefit service is at least 75 and has at least 20 years of total service, the early retirement adjustment factor is 100% minus:

- (i) 0.25% for each month of benefit payments after age 60, plus
- (ii) 0.4167% for each month of benefit payments prior to age 60.

**Deferred Retirement Pension**

**Eligibility:** Retirement after Normal Retirement Date.

**Benefit:** The deferred retirement benefit is equal to the monthly pension benefit payable at the employee's actual retirement date reflecting service to the date of termination.

**Vested Retirement Pension**

**Eligibility:** Completion of five years of service or attainment of normal retirement age.

**Benefit:** Monthly pension benefit determined as of termination, payable at Normal Retirement Date, or a reduced benefit paid earlier if Participant meets Early Retirement eligibility requirements.

**Death Benefits**

**Eligibility:** Completion of five years of service and had been married for at least one year at death.

**Benefit:** If the Participant dies prior to eligibility for Early Retirement, the life annuity to the spouse is calculated as if the Participant had survived to age 55, retired under the 50% joint and survivor form, and then died. The benefit commences on the first day of the month following the date the Participant would have been eligible to retire, and is payable for the lifetime of the spouse.

If eligible for Early Retirement, the life annuity to the spouse is equal to 50% of the benefit the member would have received had he/she quit employment the day before death and elected a 50% joint and survivor option to commence at the earliest possible retirement date.

If the Participant dies after being retired for disability and after age 55, the life annuity to the spouse is calculated as if the Participant retired under the 50% joint and survivor form, and then died.

**Disability Benefits**

**Eligibility:** Completion of ten years of service, actively employed by the company and determined to be totally and permanently disabled.

**Benefit:** Before age 55, the benefit is equal to the monthly pension benefit determined as of the date of disability.

On disability retirement after age 55, the benefit is calculated under the 50% joint and survivor form.

**Forms of Payment**

**Normal Form:** Life annuity; or if married, an actuarially equivalent 50% joint and survivor annuity.

Optional Forms: 5, 10, or 15 year Certain and Continuous annuity; or, if married, an actuarially equivalent 75% or 100% joint and survivor annuity.

**Changes since the Prior Valuation**

None.

## CIRCOR International, Inc. Retirement Plan

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 04-3477276 Plan Number: 001

December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
Collective Trusts				
*	Fidelity Institutional Asset Management Trust Company, LLC	8-10 Year Corporate Bond Commingled Asset A	\$ 58,236,770	\$ 54,935,073
	Geode Capital Management Trust Company, LLC	Spartan 500 Index Pool Class A	12,824,915	21,882,438
*	Fidelity Institutional Asset Management Trust Company, LLC	Long Duration CIT	11,702,003	11,118,493
	Geode Capital Management Trust Company, LLC	Spartan Developed International Index Pool	3,817,354	4,758,785
	Geode Capital Management Trust Company, LLC	Spartan Emerging Markets Index Pool A	4,198,708	4,537,037
	Geode Capital Management Trust Company, LLC	Spartan Real Estate Index Pool - Class A	3,378,911	3,672,947
	Geode Capital Management Trust Company, LLC	Spartan Extended Market Index Pool	3,227,528	3,411,296
*	Fidelity Institutional Asset Management Trust Company, LLC	Emerging Markets Debt Commingled Pool Class A	2,813,416	2,883,181
*	Fidelity Institutional Asset Management Trust Company, LLC	Select Canada Equity Comingled Pool	2,384,718	2,438,628
	Geode Capital Management Trust Company, LLC	Spartan Small Cap Index Pool A	803,241	878,135
*	Fidelity Institutional Asset Management Trust Company, LLC	Long U.S. Treasury Strips	371,153	331,629
Total collective trusts			103,758,717	110,847,642
Mutual Fund				
*	Fidelity Investments	Fidelity Long-term Treasury Bond Index F	43,358,803	32,582,432
Money Market Fund				
*	Fidelity Investments	Fidelity Government Portfolio Institutional Class	218,495	218,495
Insurance Fund				
*	Transamerica Life Insurance Company	Transamerica Stable Value Fixed Option Two	841,222	841,222
			\$ 148,177,237	\$ 144,489,791

\*A party in interest as defined by ERISA

**SCHEDULE SB ATTACHMENT**  
**Line 24 - Change in Non-Prescribed Assumptions**

**Plan Name: CIRCOR International, Inc. Retirement Plan**

**EIN/PN: 04-3477276/001**

**Valuation Date: January 1, 2024**

Plan administrative expenses are assumed to be \$1,500,000, compared to \$1,900,000 in 2023.

The expected long-term rate of return on assets for the calculation of the Actuarial Value of Assets changed from 4.50% to 6.00% to better reflect the Plan Sponsor's and the investment advisor's view of the long-term rate of return on assets.