

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

Part II Basic Plan Information—enter all requested information

1a Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN
1b Three-digit plan number (PN) 002
1c Effective date of plan 01/01/1992
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) LABORATORY CORPORATION OF AMERICA HOLDINGS 531 SOUTH SPRING STREET BURLINGTON, NC 27215
2b Employer Identification Number (EIN) 13-3757370
2c Plan Sponsor's telephone number 336-222-7566
2d Business code (see instructions) 621510

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.

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	9794
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	9540
	6a(2)	6036
	6b	790
	6c	1946
	6d	8772
	6e	162
	6f	8934
	6g(1)	
	6g(2)	
h		2
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input 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 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

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

A Name of plan <u>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>LABORATORY CORPORATION OF AMERICA HOLDINGS</u>	D Employer Identification Number (EIN) <u>13-3757370</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>206844881</u>
	b Actuarial value	2b	<u>219777350</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>843</u>	<u>38615545</u>
	b For terminated vested participants	<u>2411</u>	<u>44373370</u>
	c For active participants	<u>6540</u>	<u>115017526</u>
	d Total	<u>9794</u>	<u>198006441</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>4.96 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>3688486</u>
	c Target normal cost	6c	<u>3688486</u>

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

SIGN HERE		
	Signature of actuary	<u>09/08/2025</u> Date
	<u>NATHAN BRAGG</u> Type or print name of actuary	<u>23-07999</u> Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u> Firm name	<u>704-620-6480</u> Telephone number (including area code)
	<u>1120 SOUTH TRYON STREET SUITE 650 CHARLOTTE, NC 28203-0002</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

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	25069055
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4706133
9	Amount remaining (line 7 minus line 8)	0	20362922
10	Interest on line 9 using prior year's actual return of <u>11.13</u> %	0	2266393
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		9375967
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.08</u> %		237228
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		523793
c	Total available at beginning of current plan year to add to prefunding balance		10136988
d	Portion of (c) to be added to prefunding balance		10100000
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	32729315

Part III Funding Percentages			
14	Funding target attainment percentage	14	94.46 %
15	Adjusted funding target attainment percentage	15	109.57 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	96.08 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

21 Discount rate:

a Segment rates:	1st segment: 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** 64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	31a	3688486
b Excess assets, if applicable, but not greater than line 31a	31b	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	10958406	1036453
b Waiver amortization installment.....	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	4724939
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	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4724939	4724939

36 Additional cash requirement (line 34 minus line 35) **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0

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

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

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

40 Unpaid minimum required contributions for all years **40** 0

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

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

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

A Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 LABORATORY CORPORATION OF AMERICA HOLDINGS	D Employer Identification Number (EIN) 13-3757370	

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

NORTHERN TRUST CORPORATION

36-2723087

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

THE VANGUARD GROUP, INC.

23-1945930

(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)

WILLIS TOWERS WATSON LLC

53-0181291

(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 16 38 50	ACTUARIAL/REC ORDKEEPING	1569389	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)

NISA INVESTMENT ADVISORS LLC

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	INVESTMENT MANAGEMENT	264320	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

CAPTRUST FINANCIAL ADVISORS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	INVESTMENT MANAGEMENT	114384	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"/>

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)

PRINCIPAL

510 N. VALLEY MILLS DRIVE
SUITE 400
WACO, TX 76710-6075

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	71786	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)

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

a Name: HUGHES PITTMAN & GUPTON, LLP	b EIN: 56-1415202
c Position: AUDITOR	
d Address: 1500 SUNDAY DRIVE SUITE 300 RALEIGH, NC 27607	e Telephone: 919-232-5900

Explanation: EISNERAMPER LLP ACQUIRED HUGHES PITTMAN AND GUPTON LLP EFFECTIVE FEBRUARY 1, 2024.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</u>	B Three-digit plan number (PN)	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>LABORATORY CORPORATION OF AMERICA HOLDINGS</u>	D Employer Identification Number (EIN) <u>13-3757370</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE RUS 2000 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-096</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2229059</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE S&P 400 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-105</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6745045</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE S&P 500 IDX FD DC NL</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-002</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>16901324</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>NT COLLECTIVE SHORT TERM INVESTMENT</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-084</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>28589</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 LABORATORY CORPORATION OF AMERICA HOLDINGS	D Employer Identification Number (EIN) 13-3757370

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	10155
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	10200000	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1753803	1835483
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4584807	5358682
(2) U.S. Government securities	1c(2)	7802948	8717371
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	131726955	132680009
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	27362258	25904017
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	15423232	14393068
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	8338612	7520261

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	207192615	196419046
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	610522	488546
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	610522	488546
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	206582093	195930500

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	249976	
(B) U.S. Government securities.....	2b(1)(B)	242646	
(C) Corporate debt instruments.....	2b(1)(C)	5231848	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	1047322	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6771792
(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)	304432	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		304432
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	188777051	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	184509451	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		4267600
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-2646246	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-2646246

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		576726
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		464202
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		9738506

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	17507014	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		17507014
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	1046778	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	706184	
(6) Bank or trust company trustee/custodial fees	2i(6)	46429	
(7) Actuarial fees	2i(7)	94500	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	989194	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2883085
j Total expenses. Add all expense amounts in column (b) and enter total	2j		20390099

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-10651593
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **EISNERAMPER LLP**

(2) EIN: **87-1363769**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 550289.

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

A Name of plan <u>LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>LABORATORY CORPORATION OF AMERICA HOLDINGS</u>	D Employer Identification Number (EIN) <u>13-3757370</u>	

Part I	Distributions
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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
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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): 56-6414714 41-6257133

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		824
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Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

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

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

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

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

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

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

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: 21.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 77.0 %
 High-Yield Debt: 0.0 % Real Assets: 2.0 % Cash or Cash Equivalents: 0.0 % Other: 0.0 %

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

LABORATORY CORPORATION OF AMERICA
HOLDINGS CASH BALANCE RETIREMENT PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2024 and 2023
(with supplemental information)

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

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INDEPENDENT AUDITORS' REPORT

To the Investment Committee, Participants, and Beneficiaries of the
Laboratory Corporation of America Holdings Cash Balance Retirement Plan

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

We have performed an audit of the financial statements of the Laboratory Corporation of America Holdings Cash Balance 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 statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for 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 audit of the 2024 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 audit need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

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

Opinion on the 2024 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the 2024 Financial Statements section:

- the amounts and disclosures in the accompanying 2024 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 2024 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2024 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the 2024 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion on the 2024 financial statements.

Responsibilities of Management for the 2024 Financial Statements

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

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

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

Auditors’ Responsibilities for the Audit of the 2024 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2024 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 2024 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 Matters

2024 Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and the supplemental schedule of reportable transactions 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, have been subjected to auditing procedures applied in the audit 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).

Auditors' Report on the 2023 Financial Statements

Predecessor auditors performed an audit of the 2023 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by a qualified institution. Their report dated September 30, 2024 indicated that (a) the amounts and disclosures in the 2023 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2023 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2023 supplemental schedules, other than the information in the 2023 supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2023 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

EisnerAmper LLP

EISNERAMPER LLP
Raleigh, North Carolina
October 15, 2025



**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

Statements of Net Assets Available for Benefits

(Dollars in Thousands)

	December 31,	
	2024	2023
Assets		
Investments at fair value:		
Collective trust funds	\$ 25,904	\$ 27,362
Corporate bonds	132,680	131,727
Municipal bonds	7,520	8,339
United States government securities	8,717	7,803
Mutual funds	14,393	15,423
Money market fund	5,359	4,585
	<hr/>	<hr/>
Total investments at fair value	194,573	195,239
Cash	10	-
Receivables:		
Employer contribution receivable	-	10,200
Other receivable	1,836	1,754
	<hr/>	<hr/>
Total assets	196,419	207,193
Liabilities		
Accrued expenses	489	611
	<hr/>	<hr/>
Net assets available for benefits	\$ 195,930	\$ 206,582
	<hr/> <hr/>	<hr/> <hr/>

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2024 and 2023

(Dollars in Thousands)

	<u>2024</u>	<u>2023</u>
Additions:		
Investment income:		
Net realized/unrealized appreciation in value of investments	\$ 2,662	\$ 14,646
Interest and dividends	7,076	6,733
Employer contributions	-	10,210
Total additions	<u>9,738</u>	<u>31,589</u>
Deductions		
Benefits paid to participants	17,507	47,002
Administrative expenses	2,883	5,692
Total deductions	<u>20,390</u>	<u>52,694</u>
Net decrease	(10,652)	(21,105)
Net assets available for benefits as of beginning of year	<u>206,582</u>	<u>227,687</u>
Net assets available for benefits as of end of year	<u>\$ 195,930</u>	<u>\$ 206,582</u>

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Laboratory Corporation of America Holdings Cash Balance Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

[1] General:

The Plan is a noncontributory defined benefit plan that provides certain retirement and death benefits to all non-union employees of Laboratory Corporation of America Holdings (the "Company" or "Plan Sponsor") who have completed at least one year of service, are 21 years of age or older, and are not nonresident aliens. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The trustee of the Plan is Principal Bank (the "Trustee") and the recordkeeper and actuary of the Plan is Willis Towers Watson Public Limited Company (the "Actuary").

The Plan is administered by the Company's Investment Committee (the "Committee"). The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Company's Board of Directors.

Participation in the Plan was closed to new entrants as of December 31, 2009, and participants in the Plan have not accrued any additional benefits after that date.

[2] Pension benefits:

In February 2023, the Plan Sponsor decided to pursue a pension risk transfer strategy whereby benefit obligations of certain former employees that are currently receiving benefits were transferred to an insurance company that will pay the benefits going forward, beginning on May 1, 2023. As a result of this decision, the Company entered into a group annuity contract with an insurance company to provide future annuity benefits for approximately 900 participants. Approximately \$29,000 in premiums was paid to the insurance company from Plan assets during 2023, and is included in benefits paid to participants on the statements of changes in net assets available for benefits.

In October 2025, the Plan Sponsor offered a one-time lump sum payout option to approximately 3,500 eligible participants. For participants who elect this option, payouts are scheduled to be disbursed in December 2025.

Non-union employees with three or more years of service are entitled to monthly pension benefits beginning at the normal retirement age of 65 and based on the balance of the participant's account. The Plan allows for early retirement at ages 55 to 64 for participants with ten or more years of service.

Participants may elect to receive their pension benefits in various forms as provided in the plan document. If participants leave the Company before rendering three years of service, they forfeit the right to receive their accumulated plan benefits.

[3] Death benefits:

If a participant who has a vested retirement pension dies before his or her pension commencement date, a death benefit will be paid to his or her surviving spouse in accordance with the Plan's provisions.

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of accounting:

The financial statements of the Plan are presented on the accrual method of accounting.

The Laboratory Corporation of America Retirement Plan Master Trust (the "Master Trust") was created under the terms of a trust agreement with the Trustee. The assets of the Master Trust are wholly owned by the Plan. Under this current trust agreement, the Trustee manages trust funds on behalf of the Plan. The Trustee and other investment managers have discretionary authority over investment transactions of the Master Trust assigned to their specific management. The Plan is currently the only plan in the Master Trust; thus, single plan reporting requirements apply.

[2] Subsequent events:

The Plan has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

[3] Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and benefit obligations and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits as of January 1, 2024. Actual results could differ from those estimates.

[4] Investment valuation and income recognition:

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

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

[5] 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 that 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.

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[5] Actuarial present value of accumulated plan benefits: (continued)

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

The accumulated plan benefits for active employees will equal the accumulation, with interest, of the annual benefit accruals as of the benefit information date.

The significant actuarial assumptions used as of January 1, 2024, are summarized as follows:

Discount rate – 6.00%

Rate of return – 6.00%

Mortality table - Separate rates for non-annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under Section 1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

Retirement age - A probability of retirement assumption was used as follows: 4.50% for ages 55 - 58, 6.25% for ages 59-61, 11% for ages 62-64, 20% for ages 65-69, 20% for age 70, 100% for ages 71 – 74, and 4.50% for age 75 and over.

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

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

As of January 1, 2024, the accumulated plan benefits were as follows:

Actuarial present value of accumulated plan benefits:

Vested benefits:

Participants currently receiving payments	\$ 35,579
Other participants	147,751

Total actuarial present value of accumulated plan benefits	<u>\$ 183,330</u>
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**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[5] Actuarial present value of accumulated plan benefits: (continued)

Changes in accumulated plan benefits for the year ended January 1, 2024, are summarized as follows:

Actuarial present value of accumulated plan benefits as of beginning of year	<u>\$ 218,191</u>
Changes during the year attributable to:	
Actuarial losses	1,139
Decrease in the discount period	11,681
Actual benefits paid	(47,002)
Change in actuarial assumptions	<u>(679)</u>
Net decrease	<u>(34,861)</u>
Actuarial present value of accumulated plan benefits as of end of year	<u>\$ 183,330</u>

The change in actuarial assumptions of \$679 for the year ended January 1, 2024, is a result of the following:

A change in the segment interest rates used to calculate the funding target and target normal cost from an applicable month of September 2022 to September 2023 as required by Internal Revenue Code ("IRC") Section 430.

A change in the mortality assumption used to calculate the funding target and target normal cost from using a static projection of mortality improvement to a generational projection as required by guidance issued by IRS under IRC Section 430.

A change in the lump-sum conversion rate for ASC 960 from 5.50% to 5.10%.

A new experience study was performed, and as a result assumed rates of retirement for active and terminated vested participants, and rates of termination, were changed to better reflect anticipated future experience.

[6] Payment of benefits:

Benefits are recorded when paid.

[7] Plan expenses:

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Trustee's fees, consulting fees, investment manager fees, and Pension Benefit Guaranty Corporation ("PBGC") fees paid by the Plan are included in administrative expenses in these financial statements. Certain investment related expenses are included in net appreciation in value of investments.

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE C - INVESTMENT CERTIFICATION

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the U.S. Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, Principal Bank, the trustee of the Plan, has certified to the completeness and accuracy of all investments and related investment activity in the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023, and the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2024 and supplemental schedule of reportable transactions for the year ended December 31, 2024.

NOTE D - FUNDING POLICY

The Plan's funding policy is for the Company to contribute an amount that will meet or exceed the annual ERISA minimum funding requirement. During 2024, the Company did not make any contributions to the Plan. During 2023, the Company made contributions of \$10,210. The Company's contributions for 2024 and 2023 exceeded or met the minimum funding requirements for ERISA.

NOTE E - ADJUSTED FUNDING TARGET ATTAINMENT PERCENTAGE ("AFTAP")

The Pension Protection Act (the "Act") included many provisions and numerous revisions to rules surrounding defined benefit plans, including rules that govern Plan funding. The Act established minimum funding standards for defined benefit plans and limited benefit increases and accruals for underfunded plans. Pursuant to the Act, each year the actuaries are required to certify to the Plan's funded percentage. The Plan received such certification for the 2024 Plan year for the AFTAP, which is one way of measuring the funded status of a plan using actuarial assumptions mandated by the Internal Revenue Service ("IRS"), and the actuary determined that the 2024 AFTAP for the Plan is 109.57%.

NOTE F - FAIR VALUE MEASUREMENTS

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

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

- Level 1* Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2* Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) 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's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Collective trust funds - Valued based on the underlying unit value as provided by the Trustee. Valuation of the funds' units is published daily and is the basis for current transactions. Unit values are determined by dividing the value of each fund's net assets by the total number of units outstanding on the valuation date. Transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust funds, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that security liquidations will be carried out in an orderly business manner.

Corporate and municipal bonds - Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flow approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risk or a broker quote, if available.

United States government securities - Valued using pricing models maximizing the use of observable inputs for similar securities.

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

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

Money market fund – Valued at one dollar per share held by the Plan at year end. The money market funds held by the Plan is a mutual fund invested in highly liquid, near-term instruments and is registered with the Securities and Exchange Commission. This fund is required to publish its daily NAV and to transact at that price. The money market fund held by the Plan is deemed to be actively traded.

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31:

	2024			
	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Collective trust funds	\$ -	\$ 25,904	\$ -	\$ 25,904
Corporate bonds	-	132,680	-	132,680
Municipal bonds	-	7,520	-	7,520
United States government securities	-	8,717	-	8,717
Mutual funds	14,393	-	-	14,393
Money market fund	5,359	-	-	5,359
Investments at fair value	<u>\$ 19,752</u>	<u>\$ 174,821</u>	<u>\$ -</u>	<u>\$ 194,573</u>
	2023			
	Investments at Fair Value			
	Level 1	Level 2	Level 3	Total
Collective trust funds	\$ -	\$ 27,362	\$ -	\$ 27,362
Corporate bonds	-	131,727	-	131,727
Municipal bonds	-	8,339	-	8,339
United States government securities	-	7,803	-	7,803
Mutual funds	15,423	-	-	15,423
Money market fund	4,585	-	-	4,585
Investments at fair value	<u>\$ 20,008</u>	<u>\$ 175,231</u>	<u>\$ -</u>	<u>\$ 195,239</u>

Changes in Fair Value Levels

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

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE G - TAX STATUS

The IRS has determined and informed the Company by a letter dated January 18, 2017, stating that the Plan is qualified under the IRC and therefore the related trust is exempt from taxation. The Plan has been amended since receiving the tax determination letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by a government authority. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine examinations by taxing jurisdictions; however, there are currently no examinations for any tax periods in progress.

NOTE H - RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain investments are managed by Principal Bank. Principal Bank is the Plan trustee and, therefore, transactions related to these investments qualify as party-in-interest transactions. The Plan also pays consulting and investment management fees. As service providers to the Plan, these transactions qualify as party-in-interest transactions. During 2024, the Plan made direct payments to the Trustee of \$54, to the PBGC of \$990, and consulting fees of \$1,840. During 2023, the Plan made direct payments to the Trustee of \$64, to the PBGC of \$3,622, and consulting fees of \$2,006.

NOTE I - RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and 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 is prepared 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 estimates 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.

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2024 may not necessarily be indicative of amounts that could be realized in a current market exchange.

Cash and cash equivalents may at times exceed federally insured limits. The Plan has not experienced any losses in such accounts. The Plan believes it is not exposed to any significant credit risk on cash and cash equivalents.

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

Notes to Financial Statements
December 31, 2024 and 2023

(Dollars in Thousands)

NOTE J - MUTUAL FUND FEES

Investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. 12b-1 fees, which are ongoing fees allowable under Section 12b-1 of the Investment Company Act of 1940, are annual fees deducted to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity, and thus not separately identifiable as an expense.

NOTE K - PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right as under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions as set forth in ERISA. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

1. Benefits attributable to employee contributions, taking into account those paid out before termination.
2. 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.
3. Other vested benefits insured by the PBGC (a U.S. government agency) up to the applicable limitations (discussed subsequently).
4. All other vested benefits (that is, vested benefits not insured by PBGC).
5. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit projection 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.

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	(e) Current Value
Collective trust funds:				
	28,589	NORTHERN TRUST COLTV STIFD	\$ 28,589	\$ 28,589
	13,691	NORTHERN TRUST COLLECTIVE RUSSELL 2000 INDEX FUND DC NON LENDING TIER FOUR	2,095,611	2,229,059
	34,948	NORTHERN TRUST COLLECTIVE S&P 400 INDEX FUND DC NON LENDING TIER FOUR CTF	5,477,116	6,745,045
	62,690	NORTHERN TRUST COLLECTIVE S&P 500 INDEX FUNDDC NON LENDING TIER FOUR CTF	12,059,119	16,901,324
Mutual funds:				
	197,157	EUROPACIFIC GROWTH FUND CLASS R6 #2616	13,582,032	10,591,265
	194,466	VANGUARD REAL ESTATE INDEX FUND CLASS INST #3123	3,485,810	3,801,803
Corporate bonds:				
	130,000	ABBOTT LABORATORIES DTD 11/09/07 6.150 11/30/2037	145,084	141,675
	70,000	ABBOTT LABORATORIES DTD 11/22/16 4.750 11/30/2036	95,501	67,624
	10,000	ABBOTT LABORATORIES DTD 11/22/16 4.900 11/30/2046	13,861	9,334
	20,000	ABBVIE INC DTD 09/15/20 4.550 03/15/2035	23,916	18,805
	990,000	AEP TEXAS INC DTD 12/01/18 3.950 06/01/2028	1,143,996	956,597
	50,000	AEP TEXAS INC DTD 05/01/19 4.150 05/01/2049	61,822	37,748
	85,000	AERCAP IRELAND CAP/GLOBA DTD 10/29/21 2.450 10/29/2026	85,167	81,370
	400,000	AFLAC INC DTD 04/01/20 3.600 04/01/2030	468,036	375,764
	125,000	AGREE LP DTD 05/14/21 2.000 06/15/2028	122,748	113,203
	70,000	ALABAMA POWER CO DTD 03/11/15 3.750 03/01/2045	51,687	53,594
	150,000	ALABAMA POWER CO DTD 11/08/17 3.700 12/01/2047	108,929	111,986
	255,000	ALLY FINANCIAL INC DTD 11/02/21 2.200 11/02/2028	197,112	226,871
	900,000	ALTRIA GROUP INC DTD 02/14/19 5.800 02/14/2039	1,127,322	889,128
	90,000	ALTRIA GROUP INC DTD 02/04/21 2.450 02/04/2032	68,533	74,059
	215,000	ALTRIA GROUP INC DTD 02/04/21 3.400 02/04/2041	143,237	155,239
	255,000	ALTRIA GROUP INC DTD 02/04/21 3.700 02/04/2051	160,528	173,367
	810,000	AMAZON.COM INC DTD 12/05/14 4.800 12/05/2034	834,567	806,177
	215,000	AMAZON.COM INC DTD 02/22/18 3.875 08/22/2037	235,241	189,882
	275,000	AMEREN CORP DTD 04/03/20 3.500 01/15/2031	310,844	250,962
	55,000	AMERICA MOVIL SAB DE CV DTD 03/30/10 6.125 03/30/2040	77,597	56,196
	55,000	AMERICA MOVIL SAB DE CV DTD 04/22/19 3.625 04/22/2029	59,874	51,723
	160,000	AMERICAN EXPRESS CO DTD 08/03/2022 VAR CPN 08/03/2033 CALLABLE	152,099	151,864
	405,000	AMERICAN EXPRESS CREDIT MED TERM NOTE DTD 05/03/17 3.300 05/03/2027	386,014	392,550
	150,000	AMERICAN WATER CAPITAL C DTD 08/10/17 3.750 09/01/2047	118,322	111,212
	1,230,000	ANHEUSER-BUSCH COS LLC / ANHEUSER-BUSCH INBEV DTD 05/15/19 4.700 02/01/2036	1,208,150	1,166,680
	25,000	ANHEUSER-BUSCH INBEV FIN DTD 01/25/16 4.900 02/01/2046	22,365	22,606
	65,000	APPLE INC DTD 02/23/16 4.650 02/23/2046	85,902	59,429

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
20,000	APPLE INC	DTD 08/04/16 3.850 08/04/2046	\$ 23,796 \$ 16,125
400,000	APPLE INC	DTD 02/08/21 2.375 02/08/2041	279,744 275,136
10,000	APPLE INC	DTD 02/08/21 2.650 02/08/2051	9,887 6,170
300,000	APPLE INC	DTD 08/05/21 2.850 08/05/2061	204,996 179,814
55,000	AQUA AMERICA INC	DTD 04/26/19 4.276 05/01/2049	66,606 43,020
140,000	ASTRAZENECA FINANCE LLC	DTD 05/28/21 1.200 05/28/2026	137,570 133,823
60,000	ASTRAZENECA PLC	DTD 09/12/2007 6.450 09/15/2037	69,961 65,791
130,000	ASTRAZENECA PLC	DTD 08/17/18 4.375 08/17/2048	170,925 110,156
600,000	AT&T INC	DTD 06/15/18 6.550 06/15/2034	669,036 633,234
400,000	AT&T INC	DTD 02/19/19 4.850 03/01/2039	369,652 370,252
610,000	AT&T INC	DTD 05/28/20 3.500 06/01/2041	645,978 467,425
700,000	ATLANTIC CITY ELECTRIC	DTD 10/16/18 4.000 10/15/2028	821,975 679,000
550,000	ATLANTIC CITY ELECTRIC	DTD 03/10/21 2.300 03/15/2031	559,119 467,137
600,000	ATMOS ENERGY CORP	DTD 10/02/19 2.625 09/15/2029	633,690 545,520
195,000	ATMOS ENERGY CORP	DTD 10/10/2023 6.200% 11/15/2053 CALLABLE	194,530 207,149
595,000	AVALONBAY COMMUNITIES	DTD 05/15/19 3.300 06/01/2029	669,851 557,967
520,000	AVALONBAY COMMUNITIES	DTD 02/25/20 2.300 03/01/2030	530,837 457,564
600,000	AVALONBAY COMMUNITIES	MED TERM NOTE DTD 05/22/20 2.450 01/15/2031	614,352 520,638
925,000	BANCO SANTANDER SA	DTD 09/14/21 09/14/2027	807,442 874,449
110,000	BANK OF AMERICA CORP	DTD 04/01/14 4.875 04/01/2044	101,977 100,725
200,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 01/20/17 01/20/2028	221,916 195,968
650,000	BANK OF AMERICA CORP	DTD 04/24/17 04/24/2038	795,659 578,104
600,000	BANK OF AMERICA CORP	DTD 07/21/17 07/21/2028	659,418 580,950
170,000	BANK OF AMERICA CORP	DTD 01/23/18 01/23/2049	200,534 131,045
90,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 03/05/18 03/05/2029	104,074 87,285
30,000	BANK OF AMERICA CORP	DTD 07/23/18 07/23/2029	35,470 29,228
275,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 03/15/19 03/15/2050	344,608 225,121
275,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 06/19/20 06/19/2041	247,462 190,913
115,000	BANK OF AMERICA CORP	DTD 03/11/21 03/13/2052	84,494 80,988
70,000	BANK OF AMERICA CORP	DTD 04/22/21 04/22/2042	66,808 52,386
50,000	BANK OF AMERICA CORP	MEDIUM TERM NOTE DTD 02/04/2022 VAR CPN 02/04/2033 CALLABLE	50,000 42,977
450,000	BANK OF MONTREAL	DTD 12/12/17 12/15/2032	498,902 430,385
810,000	BANK OF MONTREAL	MED TERM NOTE DTD 09/17/21 1.220 03/17/2026	713,675 771,112
305,000	BANK OF NY MELLON CORP	DTD 01/31/2023 VAR CPN 02/01/2034 CALLABLE	296,762 293,258

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	\$	\$	(d) Cost
395,000	BANNER HEALTH	DTD 05/14/20 2.338 01/01/2030	414,687	349,757	
240,000	BARCLAYS PLC	DTD 06/20/19 06/20/2030	281,287	233,779	
1,130,000	BARCLAYS PLC	DTD 09/23/20 3.564 09/23/2035	1,191,551	997,914	
67,000	BAT CAPITAL CORP	DTD 08/15/18 4.540 08/15/2047	46,688	52,838	
75,000	BLACKROCK INC	DTD 12/10/21 2.100 02/25/2032	61,157	61,763	
424,000	BP CAP MARKETS AMERICA	DTD 07/16/18 3.017 01/16/2027	401,821	410,954	
395,000	BRIGHTHOUSE FINANCIAL GLOBAL	MEDIUM TERM NOTE DTD 04/11/2024 5.550% 04/09/2027 NON CALLABLE 144A PRIVATE PLACEMENT	394,882	398,405	
425,000	BRISTOL-MYERS SQUIBB CO	DTD 03/02/22 3.550 03/15/2042	391,664	328,525	
30,000	BURLINGTN NORTH SANTA FE	DTD 08/18/14 4.550 09/01/2044	37,914	26,145	
105,000	BURLINGTN NORTH SANTA FE	DTD 03/09/15 4.150 04/01/2045	127,270	86,346	
135,000	CAPITAL ONE FINANCIAL CO	DTD 02/01/2023 VAR CPN 02/01/2034 CALLABLE	129,668	135,585	
280,000	CAPITAL ONE FINANCIAL CO	DTD 11/01/2023 VAR CPN 10/30/2031 CALLABLE	280,000	309,151	
240,000	CARGILL INC	MEDIUM TERM NOTE DTD 07/29/1997 7.100% 07/29/2027 NON CALLABLE 144A PRIVATE PLACEMENT	252,096	250,634	
17,000	CARRIER GLOBAL CORP	DTD 08/15/20 2.242 02/15/2025	17,386	16,932	
90,000	CATERPILLAR INC	DTD 08/08/06 6.050 08/15/2036	101,061	96,827	
160,000	CATHOLIC HEALTH SERVICES	DTD 09/02/20 3.368 07/01/2050	170,610	107,506	
75,000	CENTENE CORP	DTD 10/07/20 3.000 10/15/2030	62,867	64,718	
30,000	CENTENE CORP	DTD 02/17/21 2.500 03/01/2031	24,880	24,813	
55,000	CENTERPOINT ENER HOUSTON	DTD 02/28/2022 3.000% 03/01/2032 CALLABLE	54,745	47,759	
19,000	CHARTER COMM OPT LLC/CAP	DTD 07/23/16 4.908 07/23/2025	20,931	18,977	
5,000	CHARTER COMM OPT LLC/CAP	DTD 12/04/20 3.850 04/01/2061	4,764	3,013	
450,000	CHEVRON USA INC	DTD 09/01/20 6.000 03/01/2041	671,985	476,951	
560,000	CHEVRON USA INC	DTD 11/15/20 5.250 11/15/2043	762,205	545,166	
95,000	CIGNA CORP	DTD 08/15/19 4.800 08/15/2038	86,315	86,122	
150,000	CINCINNATI GAS & ELEC CO	BD DTD 06/16/03 5.375 06/15/2033	142,298	149,210	
100,000	CISCO SYSTEMS INC	DTD 11/17/09 5.500 01/15/2040	148,910	100,816	
240,000	CITIGROUP INC	DTD 08/25/06 6.125 08/25/2036	245,004	244,838	
75,000	CITIGROUP INC	DTD 07/23/09 8.125 07/15/2039	95,477	92,562	
120,000	CITIGROUP INC	DTD 01/26/12 5.875 01/30/2042	125,040	122,647	
300,000	CITIGROUP INC	DTD 05/06/14 5.300 05/06/2044	279,615	282,375	
280,000	CITIGROUP INC	DTD 01/10/17 01/10/2028	310,732	274,467	
600,000	CITIGROUP INC	DTD 07/24/17 07/24/2028	660,252	581,196	
100,000	CITIGROUP INC	DTD 03/26/20 03/26/2041	139,224	96,257	
580,000	CITIGROUP INC	DTD 03/31/20 03/31/2031	698,471	557,479	
70,000	CITIGROUP INC	DTD 05/04/21 05/01/2032	70,237	59,248	
65,000	CITIGROUP INC	DTD 11/03/21 11/03/2042	64,359	45,521	
25,000	CITIGROUP INC	DTD 11/05/19 11/05/2030	25,981	22,547	
385,000	CITIZENS FINANCIAL GROUP	DTD 12/03/2015 4.300% 12/03/2025 CALLABLE	363,440	382,459	
935,000	CITIZENS FINL GROUP INC	DTD 01/23/2024 VAR CPN 01/23/2030 CALLABLE	935,000	948,773	
95,000	COCA-COLA CO/THE	DTD 05/01/20 1.650 06/01/2030	80,292	81,015	
115,000	COCA-COLA CO/THE	DTD 05/01/20 2.500 06/01/2040	80,131	80,532	

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
198,000	COCA-COLA CO/THE	DTD 08/14/2024 4.650% 08/14/2034 CALLABLE	\$ 199,105 \$ 192,567
980,000	COMCAST CORP	DTD 01/14/13 4.250 01/15/2033	1,167,155 914,311
90,000	COMCAST CORP	DTD 02/08/18 3.900 03/01/2038	105,090 75,666
1,015,000	COMCAST CORP	DTD 10/05/18 4.600 10/15/2038	1,150,444 919,011
150,000	COMCAST CORP	DTD 10/05/18 4.250 10/15/2030	176,510 144,647
400,000	COMCAST CORP	DTD 11/05/19 3.250 11/01/2039	310,936 303,104
40,000	COMCAST CORP	DTD 03/27/20 3.400 04/01/2030	43,515 37,116
160,000	COMMONSPIRIT HEALTH	DTD 08/21/19 3.817 10/01/2049	182,698 118,670
25,000	COMMONSPIRIT HEALTH	DTD 10/28/20 1.547 10/01/2025	24,045 24,407
40,000	COMMONWEALTH EDISON CO	DTD 02/19/19 4.000 03/01/2049	48,395 30,795
65,000	COMMONWEALTH EDISON CO	DTD 11/12/19 3.200 11/15/2049	69,316 43,131
160,000	CON EDISON CO OF NY INC	DTD 03/31/20 3.350 04/01/2030	182,422 148,893
600,000	CON EDISON CO OF NY INC	DTD 05/09/2024 5.700% 05/15/2054 CALLABLE	595,812 596,826
105,000	CONNECTICUT LT & PWR CO	DTD 08/13/2024 4.950% 08/15/2034 CALLABLE	104,533 102,395
880,000	CONOCOPHILLIPS	DTD 02/03/09 6.500 02/01/2039	1,325,306 961,884
400,000	CONS EDISON CO OF NY	DTD 12/04/09 5.500 12/01/2039	398,172 395,376
90,000	CONSOLIDATED EDISON CO	N Y INC SER 03-C DTD 06/13/03 5.100 06/15/2033D	83,534 87,500
320,000	CONSOLIDATED EDISON CO	O DTD 11/24/14 4.625 12/01/2054D	278,544 268,461
50,000	CONSOLIDATED EDISON CO	O DTD 11/30/18 4.650 12/01/2048D	66,110 42,719
20,000	CONSUMERS ENERGY CO	DTD 03/26/20 3.500 08/01/2051	22,822 14,557
245,000	CONSUMERS ENERGY CO	DTD 08/11/2022 4.200% 09/01/2052 CALLABLE	215,659 197,588
130,000	COREBRIDGE FINANCIAL INC	DTD 04/04/2023 3.500% 04/04/2025 CALLABLE	129,897 129,535
25,000	COREBRIDGE FINANCIAL INC	DTD 04/05/2023 3.900% 04/05/2032 CALLABLE	24,963 22,754
45,000	CVS HEALTH CORP	DTD 03/09/18 5.050 03/25/2048	38,111 37,105
80,000	CVS HEALTH CORP	DTD 08/15/19 3.000 08/15/2026	84,162 77,494
410,000	DEUTSCHE BANK NY	DTD 11/24/20 11/24/2026	370,636 399,504
330,000	DEUTSCHE TELEKOM INT FIN	DTD 07/06/00 8.750 06/15/2030	494,033 383,411
975,000	DISCOVER BANK	DTD 08/09/18 08/09/2028	937,151 992,891
295,000	DOMINION ENERGY INC	DTD 06/05/18 4.250 06/01/2028	353,168 289,401
80,000	DOMINION ENERGY INC	DTD 04/03/20 3.375 04/01/2030	84,977 73,586
275,000	DOMINION ENERGY INC	DTD 04/05/21 1.450 04/15/2026	271,677 263,766
400,000	DOMINION ENERGY INC	DTD 04/05/21 3.300 04/15/2041	292,856 294,584
400,000	DTE ENERGY CO	DTD 05/03/2024 5.850% 06/01/2034 CALLABLE	408,460 410,624
185,000	DUKE ENERGY CAROLINAS	DTD 11/19/09 5.300 02/15/2040	186,552 180,987
85,000	DUKE ENERGY CAROLINAS LLC	DTD 03/04/2022 2.850% 03/15/2032 CALLABLE	84,948 73,483

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
190,000	DUKE ENERGY CORP	DTD 08/10/17 3.950 08/15/2047	\$ 137,448 \$ 141,375
200,000	DUKE ENERGY OHIO INC	DTD 01/08/19 3.650 02/01/2029	231,140 190,964
110,000	DUKE ENERGY OHIO INC	DTD 01/08/19 4.300 02/01/2049	134,147 88,349
45,000	DUKE ENERGY OHIO INC	DTD 05/21/20 2.125 06/01/2030	44,508 38,919
600,000	DUKE ENERGY PROGRESS LLC	DTD 03/07/19 3.450 03/15/2029	664,584 568,758
50,000	ELI LILLY & CO	DTD 02/22/19 4.150 03/15/2059	65,463 39,235
580,000	ENBRIDGE INC	DTD 11/29/16 5.500 12/01/2046	777,977 552,340
105,000	ENTERGY CORP	DTD 08/19/16 2.950 09/01/2026	109,631 101,904
20,000	ENTERGY CORP	DTD 03/05/21 2.400 06/15/2031	19,780 16,875
110,000	ENTERGY LA LLC	DTD 08/09/2024 5.150% 09/15/2034 CALLABLE	109,581 108,183
600,000	ENTERGY LOUISIANA LLC	DTD 03/23/2018 4.000% 03/15/2033 CALLABLE	701,214 549,252
90,000	ENTERGY MISSISSIPPI LLC	DTD 05/16/2024 5.850% 06/01/2054 CALLABLE	89,959 90,732
500,000	ENTERGY TEXAS INC	DTD 10/01/20 1.750 03/15/2031	481,790 412,045
75,000	ENTERGY TEXAS INC	DTD 08/17/21 1.500 09/01/2026	74,822 70,982
600,000	EOG RESOURCES INC	DTD 04/14/20 4.950 04/15/2050	797,340 533,520
500,000	EOG RESOURCES INC	DTD 04/14/20 4.375 04/15/2030	603,178 485,935
335,000	EQUINOR ASA	DTD 04/06/20 3.625 04/06/2040	283,829 270,657
600,000	ERP OPERATING LP	DTD 06/26/19 3.000 07/01/2029	644,478 553,716
320,000	ERP OPERATING LP	DTD 08/27/19 2.500 02/15/2030	330,752 284,739
300,000	ESSEX PORTFOLIO LP	DTD 02/11/19 4.000 03/01/2029	338,910 288,453
340,000	EVERGY METRO	DTD 05/26/20 2.250 06/01/2030	345,630 294,692
115,000	EVERSOURCE ENERGY	DTD 04/18/2024 5.950% 07/15/2034 CALLABLE	116,858 117,813
400,000	EXELON GENERATION CO LLC	DTD 09/23/09 6.250 10/01/2039	417,192 417,196
600,000	EXPORT-IMPORT BANK KOREA	DTD 01/21/15 2.875 01/21/2025	639,600 599,262
70,000	EXTRA SPACE STORAGE LP	DTD 03/31/2022 3.900% 04/01/2029 CALLABLE	69,961 66,921
130,000	EXXON MOBIL CORPORATION	DTD 03/03/16 4.114 03/01/2046	116,219 105,444
760,000	EXXON MOBIL CORPORATION	DTD 03/19/20 4.227 03/19/2040	856,026 666,376
35,000	FISERV INC	DTD 06/24/19 3.200 07/01/2026	36,907 34,229
340,000	FLORIDA POWER & LIGHT	DTD 12/13/11 4.125 02/01/2042	302,219 283,465
130,000	FLORIDA POWER & LIGHT	DTD 12/20/12 3.800 12/15/2042	105,066 102,946
910,000	FOX CORP	DTD 01/25/20 5.476 01/25/2039	1,183,328 864,791
830,000	FOX CORP	DTD 01/25/20 5.576 01/25/2049	1,147,334 771,253
45,000	GA GLOBAL FUNDING TRUST	DTD 04/11/2022 3.850% 04/11/2025 NON CALLABLE 144A PRIVATE PLACEMENT	44,987 44,856
5,000	GENERAL DYNAMICS CORP	DTD 03/25/20 4.250 04/01/2040	6,126 4,364
385,000	GENERAL MOTORS FINL CO	DTD 10/12/2022 6.050% 10/10/2025 NON CALLABLE	384,542 388,296
155,000	GEORGETOWN UNIVERSITY	DTD 01/16/19 5.215 10/01/2118	224,833 135,610
175,000	GEORGETOWN UNIVERSITY	DTD 01/16/19 4.315 04/01/2049	220,488 145,369
5,000	GILEAD SCIENCES INC	DTD 09/14/15 4.750 03/01/2046	4,881 4,405

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
55,000	GILEAD SCIENCES INC	DTD 09/20/16 4.000 09/01/2036	\$ 63,169 \$ 48,514
1,510,000	GLAXOSMITHKLINE CAPITAL	DTD 05/13/08 6.375 05/15/2038	2,295,789 1,636,644
20,000	GOLDMAN SACHS GROUP INC	DTD 07/08/14 4.800 07/08/2044	25,457 17,677
320,000	GOLDMAN SACHS GROUP INC	DTD 10/03/07 6.750 10/01/2037	342,643 342,579
210,000	GOLDMAN SACHS GROUP INC	DTD 01/28/11 6.250 02/01/2041	269,013 221,061
50,000	GOLDMAN SACHS GROUP INC	DTD 04/23/18 05/01/2029	58,834 48,651
110,000	GOLDMAN SACHS GROUP INC	DTD 04/23/18 04/23/2039	134,418 96,944
20,000	GOLDMAN SACHS GROUP INC	DTD 01/27/21 01/27/2032	15,099 16,505
300,000	GOLDMAN SACHS GROUP INC	DTD 03/08/2021 VAR CPN 03/09/2027 CALLABLE	293,115 288,006
230,000	GOLDMAN SACHS GROUP INC	DTD 04/22/21 04/22/2032	234,648 195,990
80,000	GOLDMAN SACHS GROUP INC	DTD 04/22/21 04/22/2042	83,059 58,298
5,000	GOLDMAN SACHS GROUP INC	DTD 07/21/21 07/21/2042	4,968 3,474
200,000	GOLDMAN SACHS GROUP INC	DTD 10/21/21 10/21/2027	198,927 189,756
245,000	GOLDMAN SACHS GROUP INC	DTD 10/21/21 10/21/2032	200,327 207,081
145,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2028	145,000 138,295
435,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2033	368,723 374,913
30,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2043	30,240 22,332
10,000	GOLDMAN SACHS GROUP INC	DTD 10/31/17 10/31/2038	11,398 8,468
50,000	HACKENSACK MERIDIAN HLTH	DTD 08/26/20 2.675 09/01/2041	33,612 34,598
770,000	HANWHA Q CELLS AMERICA	DTD 07/27/2023 5.000% 07/27/2028 NON CALLABLE 144A PRIVATE PLACEMENT	764,364 766,997
205,000	HOME DEPOT INC	DTD 03/31/11 5.950 04/01/2041	226,045 215,236
65,000	HOME DEPOT INC	DTD 09/15/16 3.500 09/15/2056	74,014 45,060
5,000	HOME DEPOT INC	DTD 06/05/17 3.900 06/15/2047	4,070 3,912
335,000	HOMEDEPOT INC	DTD 12/19/06 5.875 12/16/2036	478,548 352,269
195,000	HONEYWELL INTERNATIONAL INC	DTD 11/02/2022 5.000% 02/15/2033 CALLABLE	193,085 193,949
185,000	HSBC HOLDINGS PLC	DTD 05/03/06 6.500 05/02/2036	191,272 192,152
170,000	HSBC HOLDINGS PLC	DTD 11/17/11 6.100 01/14/2042	179,988 180,169
290,000	HSBC HOLDINGS PLC	DTD 09/12/18 09/12/2026	278,864 288,695
295,000	HSBC HOLDINGS PLC	DTD 05/24/2021 VAR CPN 05/24/2032 CALLABLE	236,198 250,659
90,000	HSBC HOLDINGS PLC	DTD 11/22/21 11/22/2032	72,815 75,929
85,000	HUNTINGTON BANCSHARES	DTD 05/15/18 4.000 05/15/2025	91,674 84,754
20,000	INDIANA MICHIGAN POWER	DTD 08/08/18 4.250 08/15/2048	24,649 15,766
515,000	ING GROEP NV	DTD 03/29/17 3.950 03/29/2027	593,682 506,029
115,000	INTEL CORP	DTD 08/05/2022 4.900% 08/05/2052 CALLABLE	114,902 90,798
30,000	INTEL CORP	DTD 02/10/2023 5.625% 02/10/2043 CALLABLE	29,982 27,492
75,000	INTEL CORP	DTD 02/10/2023 5.700% 02/10/2053 CALLABLE	74,968 66,329
80,000	INTEL CORP	DTD 02/10/2023 5.900% 02/10/2063 CALLABLE	79,963 72,178
240,000	JOHNS AER COM TUR	DTD 10/02/2024 5.078% 10/01/2054 NON CALLABLE	241,329 231,374
320,000	JOHNSON & JOHNSON	DTD 08/17/10 4.500 09/01/2040	316,383 298,541
445,000	JOHNSON & JOHNSON	DTD 12/05/13 4.375 12/05/2033	456,379 431,321
225,000	JOHNSON & JOHNSON	DTD 03/01/16 3.550 03/01/2036	210,202 196,477
200,000	JOHNSON & JOHNSON	DTD 03/03/17 3.625 03/03/2037	244,098 173,406
60,000	JPMORGAN CHASE & CO	DTD 05/22/08 6.400 05/15/2038	91,259 65,488
245,000	JPMORGAN CHASE & CO	DTD 07/21/11 5.600 07/15/2041	252,590 247,342

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
305,000	JPMORGAN CHASE & CO	DTD 08/21/13 5.625 08/16/2043	\$ 307,080 \$ 303,987
275,000	JPMORGAN CHASE & CO	DTD 05/29/15 4.950 06/01/2045	255,604 249,686
210,000	JPMORGAN CHASE & CO	DTD 02/01/17 02/01/2028	232,806 205,546
10,000	JPMORGAN CHASE & CO	DTD 02/22/17 02/22/2048	12,319 8,280
600,000	JPMORGAN CHASE & CO	DTD 04/25/17 05/01/2028	658,218 583,002
70,000	JPMORGAN CHASE & CO	DTD 11/10/17 11/15/2048	83,180 54,734
35,000	JPMORGAN CHASE & CO	DTD 01/23/18 01/23/2049	40,823 26,964
5,000	JPMORGAN CHASE & CO	DTD 04/22/20 04/22/2051	5,230 3,309
1,125,000	JPMORGAN CHASE & CO	DTD 05/13/20 05/13/2031	1,210,519 1,006,324
65,000	JPMORGAN CHASE & CO	DTD 04/22/21 04/22/2052	65,138 44,446
195,000	KANSAS CITY POWER & LT	DTD 09/20/11 5.300 10/01/2041	191,484 184,525
115,000	KENTUCKY UTILITIES	DTD 06/30/11 5.125 11/01/2040	110,939 108,884
180,000	LAM RESEARCH CORP	DTD 03/04/19 4.000 03/15/2029	215,316 175,009
185,000	LOCKHEED MARTIN CORP	DTD 02/20/15 3.600 03/01/2035	169,554 162,190
100,000	LOCKHEED MARTIN CORP	DTD 10/24/2022 5.250% 01/15/2033 CALLABLE	105,478 101,059
50,000	LOCKHEED MARTIN CORP	DTD 10/24/2022 5.700% 11/15/2054 CALLABLE	49,590 50,927
20,000	LOCKHEED MARTIN CORP	DTD 10/24/2022 5.900% 11/15/2063 CALLABLE	19,828 20,872
600,000	LOEWS CORP	DTD 05/08/20 3.200 05/15/2030	650,448 552,120
50,000	LOUISVILLE GAS & ELEC	DTD 04/01/19 4.250 04/01/2049	64,007 39,723
250,000	LSEG US FIN CORP	DTD 03/28/2024 4.875% 03/28/2027 CALLABLE 144A PRIVATE PLACEMENT	248,795 250,535
495,000	MANUF & TRADERS TRUST CO	DTD 08/17/17 3.400 08/17/2027	559,459 476,373
550,000	MARSH & MCLENNAN COS INC	DTD 01/15/19 4.375 03/15/2029	665,803 540,122
200,000	MARSH & MCLENNAN COS INC	DTD 01/15/19 4.750 03/15/2039	261,638 185,148
600,000	MARSH & MCLENNAN COS INC	DTD 05/07/20 2.250 11/15/2030	607,506 517,740
25,000	MASS INSTITUTE OF TECH	DTD 05/18/11 5.600 07/01/2111	46,385 25,150
295,000	MERCK & CO INC	DTD 03/07/19 3.400 03/07/2029	282,752 280,648
270,000	MERRILL LYNCH & CO	DTD 01/29/07 6.11 01/29/2037	281,996 279,688
405,000	MERRILL LYNCH & CO	DTD 05/14/08 7.750 05/14/2038	480,140 473,093
70,000	METLIFE INC	DTD 01/06/2023 5.250% 01/15/2054 CALLABLE	72,580 65,517
550,000	MICROSOFT CORP	DTD 02/12/15 3.500 02/12/2035	521,070 498,361
42,000	MICROSOFT CORP	DTD 02/12/15 4.000 02/12/2055	38,475 33,914
25,000	MICROSOFT CORP	DTD 08/08/16 3.450 08/08/2036	24,030 21,799
185,000	MICROSOFT CORP	DTD 06/01/20 2.525 06/01/2050	133,338 113,849

**LABORATORY CORPORATION OF AMERICA HOLDINGS
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Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
105,000	MID-AMERICA APARTMENTS	DTD 08/19/21 1.100 09/15/2026	\$ 101,823 \$ 98,913
45,000	MIDAMERICAN ENERGY	DTD 09/07/2023 5.850% 09/15/2054 CALLABLE	50,154 45,734
275,000	MIDAMERICAN ENERGY CO	DTD 10/15/15 4.250 05/01/2046	237,914 226,595
115,000	MIDAMERICAN ENERGY CO	DTD 10/15/19 3.150 04/15/2050	122,690 77,160
255,000	MIDAMERICAN ENERGY CO	DTD 07/22/21 2.700 08/01/2052	167,683 154,354
325,000	MIDAMERICAN ENERGY HLDGS	DTD 10/01/06 6.125 04/01/2036	354,214 341,764
165,000	MORGAN STANLEY	DTD 07/24/17 07/22/2038	140,180 140,337
650,000	MORGAN STANLEY	DTD 01/23/18 01/24/2029	746,811 626,834
295,000	MORGAN STANLEY	DTD 04/24/18 04/22/2039	267,925 264,069
470,000	MORGAN STANLEY	DTD 01/23/19 01/23/2030	552,206 457,432
200,000	MORGAN STANLEY	DTD 03/31/20 04/01/2031	222,876 185,766
210,000	MORGAN STANLEY	DTD 12/10/20 12/10/2026	187,373 202,511
120,000	MORGAN STANLEY	DTD 01/27/15 4.300 01/27/2045	147,893 98,914
470,000	MORGAN STANLEY	DTD 04/20/2022 VAR CPN 04/20/2037 CALLABLE	438,839 456,643
30,000	MORGAN STANLEY	DTD 01/19/2023 VAR CPN 01/19/2038 CALLABLE	30,000 30,031
80,000	MORGAN STANLEY	DTD 07/24/12 6.375 07/24/2042	126,997 86,430
30,000	MORGAN STANLEY	DTD 04/22/21 04/22/2042	31,503 22,180
305,000	NATIONAL RETAIL PROP INC	DTD 09/27/18 4.300 10/15/2028	286,917 297,753
585,000	NATIONAL RURAL UTIL COOP	DTD 04/25/17 3.050 04/25/2027	654,615 563,817
180,000	NATIONAL RURAL UTIL COOP	DTD 10/31/18 3.900 11/01/2028	172,872 173,801
600,000	NATIONAL RURAL UTIL COOP	DTD 01/31/19 3.700 03/15/2029	673,476 573,396
470,000	NATIONAL RURAL UTIL COOP	MED TERM NOTE DTD 02/08/21 1.650 06/15/2031	445,706 381,006
400,000	NEXTERA ENERGY CAP	DTD 01/31/2024 5.250% 03/15/2034 CALLABLE	395,268 395,628
730,000	NEXTERA ENERGY CAP HLDGS INC	DTD 02/21/2020 6.051% 03/01/2025 NON CALLABLE	731,825 731,368
300,000	NEXTERA ENERGY CAPITAL	DTD 03/01/2024 VAR CPN 09/01/2054 CALLABLE	314,925 305,337
490,000	NIAGARA MOHAWK POWER	DTD 01/17/2024 5.290% 01/17/2034 CALLABLE 144A PRIVATE PLACEMENT	490,000 479,112
45,000	NORFOLK SOUTHERN CORP	DTD 05/01/18 3.942 11/01/2047	34,136 34,595
220,000	NORTHERN STATES PWR-MINN	DTD 09/13/17 3.600 09/15/2047	173,727 162,545
5,000	NORTHROP GRUMMAN CORP	DTD 03/23/20 5.150 05/01/2040	6,505 4,784
30,000	NORTHWESTERN UNIVERSITY	DTD 10/12/17 3.662 12/01/2057	37,665 22,001
600,000	NSTAR ELECTRIC CO	DTD 03/26/20 3.950 04/01/2030	691,098 573,516
600,000	OHIO POWER COMPANY	DTD 03/17/20 2.600 04/01/2030	626,766 531,336
90,000	OKLAHOMA GAS & ELECTRIC	DTD 04/16/98 6.500 04/15/2028	113,895 93,884
85,000	ONCOR ELECTRIC DELIVERY	DTD 10/01/15 3.750 04/01/2045	98,682 65,285
603,000	ONCOR ELECTRIC DELIVERY	DTD 11/30/18 5.750 03/15/2029	789,240 624,214
30,000	ONCOR ELECTRIC DELIVERY	DTD 03/20/20 3.700 05/15/2050	35,193 21,901
30,000	ONCOR ELECTRIC DELIVERY	DTD 09/08/2022 4.950% 09/15/2052 CALLABLE	29,860 26,795

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
380,000	ONEOK INC	DTD 03/13/19 4.350 03/15/2029	\$ 431,498 \$ 369,949
5,000	ORACLE CORP	DTD 05/05/15 4.125 05/15/2045	5,463 3,951
310,000	ORACLE CORP	DTD 11/09/17 3.800 11/15/2037	246,720 258,800
105,000	ORACLE CORP	DTD 11/09/17 4.000 11/15/2047	75,621 80,027
5,000	ORACLE CORP	DTD 04/01/20 3.600 04/01/2050	3,627 3,503
610,000	ORACLE CORP	DTD 03/24/21 3.650 03/25/2041	453,700 475,641
690,000	ORACLE CORP	DTD 03/24/21 2.875 03/25/2031	715,723 607,159
770,000	PEACEHEALTH OBLIGATED GR	DTD 10/08/20 3.218 11/15/2050	804,343 490,706
235,000	PEPSICO INC	DTD 01/14/10 5.500 01/15/2040	254,620 237,773
95,000	PEPSICO INC	DTD 07/18/2022 3.900% 07/18/2032 CALLABLE	92,664 88,791
400,000	PFIZER INC	DTD 03/24/09 7.200 03/15/2039	682,340 467,580
65,000	PFIZER INC	DTD 09/15/15 5.600 09/15/2040	69,796 65,651
125,000	PFIZER INC	DTD 11/21/16 4.000 12/15/2036	118,344 111,433
375,000	PG&E RECOVERY FDG	DTD 08/01/2024 5.231% 06/01/2042 NON CALLABLE	374,999 371,846
195,000	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.256% 01/15/2038 NON CALLABLE	194,997 193,850
75,000	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.536% 07/15/2047 NON CALLABLE	75,178 74,663
400,000	PG&E WILDFIRE RECOVERY	DTD 07/20/2022 5.212% 12/01/2049 NON CALLABLE	393,416 383,076
130,000	PHILIP MORRIS INTL INC	DTD 03/04/13 4.125 03/04/2043	99,965 105,573
260,000	PHILIP MORRIS INTL INC	DTD 11/10/14 4.250 11/10/2044	323,586 212,839
190,000	PHILIP MORRIS INTL INC	DTD 05/01/20 2.100 05/01/2030	194,653 164,255
600,000	PHILIP MORRIS INTL INC	DTD 11/02/20 1.750 11/01/2030	579,216 501,174
160,000	PHILIP MORRIS INTL INC	DTD 11/17/2022 5.625% 11/17/2029 CALLABLE	159,862 164,803
535,000	PIEDMONT NATURAL GAS CO	DTD 05/24/19 3.500 06/01/2029	614,940 504,286
283,000	PNC BANK NA	DTD 10/22/19 2.700 10/22/2029	298,423 253,922
275,000	PNC FINANCIAL SERVICES	DTD 07/23/19 2.600 07/23/2026	287,628 266,393
600,000	PNC FINANCIAL SERVICES	DTD 04/23/21 04/23/2032	611,940 504,486
105,000	PPG INDUSTRIES INC	DTD 03/04/21 1.200 03/15/2026	102,702 100,573
95,000	PPL CAP FDG INC	DTD 08/09/2024 5.250% 09/01/2034 CALLABLE	94,512 93,498
65,000	PPL ELECTRIC UTILITIES	DTD 05/11/17 3.950 06/01/2047	54,967 51,022
565,000	PRINCETON UNIVERSITY	DTD 06/15/20 2.516 07/01/2050	357,334 351,294
60,000	PROCTER & GAMBLE CO	DTD 03/05/07 5.550 03/05/2037	67,716 62,839
205,000	PROCTER & GAMBLE CO	DTD 01/26/2023 4.050% 01/26/2033 CALLABLE	205,699 195,545
380,000	PROCTER & GAMBLE CO/THE	DTD 08/10/04 5.800 08/15/2034	428,496 403,663
140,000	PROGRESS ENERGY CAROLINA	DTD 05/18/12 4.100 05/15/2042	162,606 114,961
175,000	PROLOGIS LP	DTD 06/20/18 3.875 09/15/2028	199,883 169,374
599,000	PROLOGIS LP	DTD 02/01/20 4.375 02/01/2029	712,030 588,757

**LABORATORY CORPORATION OF AMERICA HOLDINGS
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EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	\$	\$	(d) Cost
295,000	PROLOGIS LP	DTD 06/15/2022 3.375% 12/15/2027 CALLABLE	279,940	285,421	
155,000	PROLOGIS LP	DTD 07/01/2022 1.750% 07/01/2030 CALLABLE	129,010	130,648	
180,000	PROLOGIS TA US LOG FD LP	DTD 08/15/2024 5.250% 01/15/2035 CALLABLE 144A PRIVATE PLACEMENT	178,841	176,778	
545,000	PROV ST JOSEPH HLTH OBL	DTD 10/01/19 2.532 10/01/2029	578,512	486,854	
300,000	PRUDENTIAL FINANCIAL INC	DTD 09/15/2017 VAR CPN 09/15/2047 CALLABLE	293,058	289,941	
175,000	PRUDENTIAL FINANCIAL INC	DTD 08/17/2022 VAR CPN 09/01/2052 CALLABLE	163,336	175,229	
65,000	PUB SVC ELEC & GAS	MED TERM NOTE DTD 09/13/12 3.650 09/01/2042	53,760	50,634	
285,000	PUBLIC SERVICE COLORADO	DTD 03/13/19 4.050 09/15/2049	220,248	217,794	
50,000	PUBLIC SERVICE COLORADO	DTD 08/13/19 3.200 03/01/2050	53,589	33,199	
100,000	PUBLIC SERVICE ELECTRIC	MED TERM NOTE DTD 03/03/16 3.800 03/01/2046	81,006	77,492	
350,000	PUBLIC SERVICE ELECTRIC	MED TERM NOTE DTD 09/07/18 3.650 09/01/2028	407,393	336,616	
540,000	PUBLIC STORAGE	DTD 04/12/19 3.385 05/01/2029	612,023	509,560	
600,000	PUBLIC STORAGE	DTD 04/23/21 1.850 05/01/2028	602,712	547,110	
145,000	PUBLIC SVC CO NEW HAMPSHIRE	DTD 01/11/2023 5.150% 01/15/2053 CALLABLE	144,013	134,464	
55,000	QUALCOMM INC	DTD 11/20/20 1.650 05/20/2032	45,162	43,834	
80,000	RABOBANK	DTD 08/04/15 5.250 08/04/2045	71,335	75,360	
135,000	RABOBANK NEDERLAND	DTD 11/29/13 5.750 12/01/2043	137,267	134,017	
135,000	REALTY INCOME CORP	DTD 08/26/2024 5.375% 09/01/2054 CALLABLE	132,805	128,150	
490,000	REPUBLIC OF CHILE	DTD 05/07/21 3.100 05/07/2041	487,550	349,615	
103,000	REYNOLDS AMERICAN INC	DTD 06/12/15 4.450 06/12/2025	111,180	102,713	
110,000	RICE UNIVERSITY	DTD 04/22/15 3.774 05/15/2055	95,387	83,578	
350,000	ROYAL BANK OF CANADA	DTD 01/27/16 4.650 01/27/2026	413,049	349,552	
255,000	S&P GLOBAL INC	DTD 09/01/2022 2.900% 03/01/2032 CALLABLE	251,828	222,495	
590,000	SABINE PASS	LIQUEFACTION SER WI DTD 12/31/16 5.875 06/30/2026	590,089	595,611	
140,000	SANTANDER HOLDINGS USA	DTD 06/12/2023 VAR CPN 06/12/2029 CALLABLE	140,000	144,560	
955,000	SANTANDER HOLDINGS USA	DTD 11/09/2023 VAR CPN 11/09/2031 CALLABLE	955,000	1,044,312	
845,000	SCHWAB CHARLES CORP	DTD 08/24/2023 5.875% 08/24/2026 CALLABLE	844,290	859,390	
600,000	SHELL FINANCE US INC	DTD 05/11/2024 4.125% 05/11/2035 NON CALLABLE	581,214	550,002	
1,030,000	SHELL INTERNATIONAL FIN	DTD 12/11/08 6.375 12/15/2038	1,560,826	1,121,031	
15,000	SHELL INTERNATIONAL FIN	DTD 11/26/21 3.000 11/26/2051	14,398	9,492	
1,900,000	SIMON PROPERTY GROUP INC	DTD 08/18/21 2.250 01/15/2032	1,889,094	1,577,114	
5,000	SIMON PROPERTY GROUP LP	DTD 11/23/16 4.250 11/30/2046	5,969	4,078	
380,000	SIMON PROPERTY GROUP LP	DTD 06/01/17 3.375 06/15/2027	420,128	369,485	
10,000	SOUTHERN CALIF GAS CO	DTD 09/24/18 4.300 01/15/2049	12,685	8,114	
160,000	SOUTHERN CO	DTD 05/24/16 4.250 07/01/2036	142,667	143,656	
790,000	SOUTHERN CO GAS CAPITAL	DTD 08/21/20 1.750 01/15/2031	750,682	650,557	
510,000	SOUTHERN COPPER CORP	DTD 04/23/15 5.875 04/23/2045	697,848	497,954	
365,000	STANFORD HEALTH CARE	DTD 04/01/20 3.310 08/15/2030	414,355	336,026	
270,000	STATE OF ISRAEL	DTD 01/15/20 3.375 01/15/2050	190,350	175,079	
600,000	STATE OF ISRAEL	DTD 01/31/13 4.500 01/30/2043	749,250	498,660	
1,100,000	STATE STREET CORP	DTD 11/01/19 11/01/2034	1,193,616	991,892	
320,000	STATOIL ASA	DTD 08/17/10 5.100 08/17/2040	326,019	308,144	

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
790,000	SUTTER HEALTH	DTD 10/29/20 2.294 08/15/2030	\$ 805,616 \$ 686,858
709,000	SUTTER HEALTH	DTD 10/29/20 3.161 08/15/2040	743,618 530,814
180,000	T-MOBILE USA INC	DTD 04/15/21 3.500 04/15/2025	190,413 179,186
230,000	T-MOBILE USA INC	DTD 02/09/2023 5.050% 07/15/2033 CALLABLE	219,464 225,214
600,000	TAMPA ELECTRIC CO	DTD 03/18/21 2.400 03/15/2031	612,066 512,922
50,000	TIME WARNER CABLE INC	DTD 10/30/07 6.550 05/01/2037	66,625 48,344
20,000	TIME WARNER CABLE INC	DTD 06/19/08 7.300 07/01/2038	28,535 20,347
20,000	TIME WARNER CABLE INC	DTD 11/15/10 5.875 11/15/2040	25,061 17,896
600,000	TJX COS INC	DTD 04/01/20 3.875 04/15/2030	687,552 571,416
593,000	TORONTO-DOMINION BANK	DTD 09/15/16 09/15/2031	672,161 576,349
590,000	TRANS-CANADA PIPELINES	DTD 02/28/14 4.625 03/01/2034	698,920 549,113
350,000	TRANSCONT GAS PIPE LINE	DTD 08/01/16 7.850 02/01/2026	413,350 358,771
160,000	TRAVELERS COS INC	DTD 11/01/10 5.350 11/01/2040	165,960 156,974
270,000	TRINITY HEALTH CORP	DTD 12/18/19 3.434 12/01/2048	294,538 200,302
100,000	TRUIST BANK	DTD 03/09/20 2.250 03/11/2030	102,728 85,873
335,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 07/28/2022 VAR CPN 07/28/2026 CALLABLE	323,382 333,697
265,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 10/28/2022 VAR CPN 10/28/2033 CALLABLE	273,605 275,929
145,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 01/26/2023 VAR CPN 01/26/2029 CALLABLE	145,000 144,242
30,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 01/26/2023 VAR CPN 01/26/2034 CALLABLE	30,000 29,156
20,000	TYSON FOODS INC	DTD 09/28/18 5.100 09/28/2048	16,766 17,747
65,000	UDR INC	DTD 12/13/17 3.500 01/15/2028	60,622 62,163
55,000	UNION ELECTRIC CO	DTD 04/06/18 4.000 04/01/2048	66,273 42,690
600,000	UNION ELECTRIC CO	DTD 03/20/20 2.950 03/15/2030	644,118 546,042
230,000	UNION PACIFIC CORP	DTD 10/25/13 4.750 12/15/2043	204,396 198,672
185,000	UNION PACIFIC CORP	DTD 01/29/15 3.875 02/01/2055	149,175 138,907
20,000	UNION PACIFIC CORP	MED TERM NOTE DTD 08/05/19 3.550 08/15/2039	20,165 16,232
20,000	UNION PACIFIC CORP	DTD 02/14/22 3.375 02/14/2042	19,974 15,213
45,000	UNION PACIFIC CORP	DTD 02/14/22 3.500 02/14/2053	44,898 31,706
430,000	UNITED TECHNOLOGIES CORP	DTD 08/16/18 4.450 11/16/2038	393,265 382,562
5,000	UNITEDHEALTH GROUP INC	DTD 06/19/18 4.250 06/15/2048	6,213 4,012
55,000	UNITEDHEALTH GROUP INC	DTD 12/17/18 3.700 12/15/2025	59,864 54,561
255,000	UNITEDHEALTH GROUP INC	DTD 10/28/2022 5.350% 02/15/2033 CALLABLE	268,622 256,604
40,000	UNITEDHEALTH GROUP INC	DTD 10/28/2022 5.875% 02/15/2053 CALLABLE	40,031 40,106
15,000	UNIV OF NOTRE DAME	DTD 12/14/17 3.394 02/15/2048	17,924 11,081
250,000	UNIV OF SOUTHERN CALIFOR	DTD 08/22/16 3.028 10/01/2039	266,150 197,698
570,000	UNIV OF SOUTHERN CALIFOR	DTD 04/18/17 3.841 10/01/2047	701,902 458,366
520,000	US BANCORP	DTD 07/29/19 3.000 07/30/2029	578,427 476,502
120,000	US BANCORP	DTD 11/03/21 11/03/2036	119,633 97,194
680,000	US BANCORP	DTD 02/01/2023 VAR CPN 02/01/2034 CALLABLE	640,790 650,916

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
470,000	VERIZON COMMUNICATIONS	DTD 11/20/20 2.650 11/20/2040	\$ 324,150
5,000	VERIZON COMMUNICATIONS	DTD 04/30/21 2.987 10/30/2056	\$ 2,965
35,000	VERIZON COMMUNICATIONS	DTD 03/15/2022 2.355% 03/15/2032 CALLABLE	27,102
80,000	VICI PROPERTIES LP	DTD 04/29/2022 4.375% 05/15/2025 NON CALLABLE	79,964
90,000	VIRGINIA ELEC & POWER CO	DTD 11/06/08 8.875 11/15/2038	124,137
675,000	VIRGINIA ELEC & PWR CO	DTD 08/12/2024 5.050% 08/15/2034 CALLABLE	674,535
420,000	VISA INC	DTD 12/14/15 4.150 12/14/2035	440,928
495,000	WAL-MART STORES	DTD 08/31/05 5.250 09/01/2035	533,927
165,000	WAL-MART STORES INC	DTD 04/01/10 5.625 04/01/2040	181,569
190,000	WALMART INC	DTD 09/22/21 2.500 09/22/2041	133,502
300,000	WALMART INC	DTD 09/22/21 2.650 09/22/2051	206,811
790,000	WALT DISNEY COMPANY/THE	DTD 08/15/19 6.150 02/15/2041	1,187,907
650,000	WALT DISNEY COMPANY/THE	DTD 06/01/19 7.750 12/01/2045	1,179,549
70,000	WELLS FARGO & COMPANY	DTD 10/28/13 5.375 11/02/2043	93,692
85,000	WELLS FARGO & COMPANY	DTD 11/17/15 4.900 11/17/2045	70,507
75,000	WELLS FARGO & COMPANY	MED TERM NOTE DTD 12/08/16 4.750 12/07/2046	67,067
150,000	WELLS FARGO & COMPANY	DTD 02/04/14 5.606 01/15/2044	209,370
160,000	WELLS FARGO & COMPANY	MED TERM NOTE DTD 06/17/19 06/17/2027	168,842
380,000	WELLS FARGO & COMPANY	DTD 03/30/20 04/04/2051	525,924
240,000	WELLS FARGO & COMPANY	MEDIUM TERM NOTE DTD 06/02/2020 VAR CPN 06/02/2028 CALLABLE	243,118
50,000	WELLS FARGO & COMPANY	MEDIUM TERM NOTE DTD 03/02/2022 VAR CPN 03/02/2033 CALLABLE	44,464
15,000	WESTLAKE CHEMICAL CORP	DTD 08/19/21 2.875 08/15/2041	9,434
55,000	WYETH	DTD 03/27/07 5.950 04/01/2037	61,270
117,076	CLECO SECURITIZATION I	DTD 06/22/2022 4.016% 03/01/2033 NON CALLABLE	117,063
604,077	COSERV SECURITIZATION 22	DTD 12/14/2022 5.058% 08/15/2038 NON CALLABLE 144A PRIVATE PLACEMENT	589,736
568,000	DUKE ENERGY PROGRESS NC	DTD 11/24/21 2.799 07/01/2041	438,076
705,000	EMPIRE DISTRICT BOND CO LLC	DTD 01/30/2024 4.943% 01/01/2035 NON CALLABLE	704,976
1,703,590	EVERGY MISSOURI W STORM	DTD 02/23/2024 5.104% 12/01/2040 NON CALLABLE SECURITIZED UTILITY TARIFF BONDS	1,703,479
134,481	JOHN SEVIER COMB CYCLE	DTD 01/17/12 4.626 01/15/2042	120,754
587,390	PG&E ENERGY RECOVERY FND	DTD 11/12/21 1.460 07/15/2031	516,943
35,000	PG&E ENERGY RECOVERY FND	DTD 11/12/21 2.280 01/15/2036	29,022
86,035	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.045% 07/15/2034 NON CALLABLE	87,121
1,135,000	PG&E WILDFIRE RECOVERY	DTD 05/10/2022 4.263% 06/01/2038 NON CALLABLE	1,070,419
641,000	PG&E WILDFIRE RECOVERY	DTD 05/10/2022 4.451% 12/01/2049 NON CALLABLE	595,291
121,472	PG&E WILDFIRE RECOVERY LLC	DTD 07/20/2022 4.022% 06/01/2033 NON CALLABLE	121,469
391,615	SIGECO SECURITIZATION I LLC	DTD 06/29/2023 5.026% 11/15/2038 NON CALLABLE	391,597
310,000	SWEP CO STORM RECOVERY	DTD 12/18/2024 4.880% 09/01/2041 NON CALLABLE	309,847
434,779	TEXAS ELECTRIC	MKT STABL DTD 06/15/2022 4.265% 08/01/2036 NON CALLABLE 144A PRIVATE PLACEMENT	426,180
			420,536

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
125,000	TEXAS ELECTRIC	MKT STABL DTD 06/15/2022 4.966% 02/01/2042 NON CALLABLE 144A PRIVATE PLACEMENT	\$ 124,988 \$ 120,396
144,539	UNITED AIR	2014-1 A PTT DTD 04/07/14 4.000 04/11/2026	141,556 142,842
47,650	UNITED AIR	2019-1 AA PTT DTD 02/11/19 4.150 08/25/2031	51,975 45,478
205,308	UNITED AIRLINES	DTD 06/20/2023 5.800% 01/15/2036 NON CALLABLE	205,308 209,369
295,000	ADNOC MURBAN RSC LTD	MEDIUM TERM NOTE DTD 09/11/2024 5.125% 09/11/2054 CALLABLE 144A PRIVATE PLACEMENT	290,425 266,246
150,000	AERCAP IRELAND CAPITAL LIMITED	DTD 06/06/2023 5.750% 06/06/2028 CALLABLE	148,547 152,837
145,000	ALGONQUIN POWER & UTILITIES CO	DTD 06/23/2021 5.365% 06/15/2026 CALLABLE	143,788 145,700
200,000	BANCO SANTANDER SA	DTD 03/14/2024 VAR CPN 03/14/2028 CALLABLE	200,000 201,754
255,000	BANK GOSPODARSTWA KRAJOWEGO	DTD 10/31/2023 6.250% 10/31/2028 NON CALLABLE 144A PRIVATE PLACEMENT	254,516 265,236
130,000	BANK OF NOVA SCOTIA	CONVERTIBLE DTD 04/12/2022 VAR CPN 05/04/2037 CALLABLE	114,261 119,521
520,000	BNP PARIBAS	DTD 12/05/2023 VAR CPN 12/05/2034 CALLABLE 144A PRIVATE PLACEMENT	520,000 532,126
135,000	BNP PARIBAS	DTD 01/13/2023 VAR CPN 01/13/2029 CALLABLE 144A PRIVATE PLACEMENT	135,000 134,922
750,000	BPCE SA	MEDIUM TERM NOTE DTD 12/02/2016 3.375% 12/02/2026 NON CALLABLE	699,045 730,838
340,000	CANADIAN IMPERIAL BANK	CONVERTIBLE DTD 10/03/2023 5.986% 10/03/2028 CALLABLE	340,000 350,829
570,000	CREDIT AGRICOLE	CONVERTIBLE DTD 03/11/2024 5.134% 03/11/2027 NON CALLABLE 144A PRIVATE PLACEMENT	570,000 573,152
350,000	CREDIT AGRICOLE SA	MEDIUM TERM NOTE CONVERTIBLE DTD 07/05/2023 5.514% 07/05/2033 NON CALLABLE, 144A PRIVATE PLACEMENT	350,000 352,548
300,000	DEUTSCHE BANK	DTD 01/18/2023 VAR CPN 01/18/2029 CALLABLE	317,784 311,499
485,000	EXPORT-IMPORT BANK KOREA	DTD 02/12/2020 1.875% 02/12/2025 NON CALLABLE	477,167 483,303
280,000	HSBC HOLDINGS PLC	DTD 08/11/2022 VAR CPN 08/11/2033 CALLABLE	271,345 277,108
170,000	INC GROEP NV	CONVERTIBLE DTD 03/28/2022 VAR CPN 03/28/2026 CALLABLE	170,000 169,536
140,000	INTESA SANPAOLO SPA	DTD 11/21/2022 7.000% 11/21/2025 NON CALLABLE 144A PRIVATE PLACEMENT	139,717 142,366
150,000	KOREA DEV BANK	DTD 02/15/2023 4.375% 02/15/2033 NON CALLABLE	150,075 142,878
215,000	LLOYDS BANKING GROUP	DTD 08/11/2022 VAR CPN 08/11/2026 CALLABLE	215,000 214,531
65,000	LLOYDS BANKING GROUP	DTD 08/11/2022 VAR CPN 08/11/2033 CALLABLE	65,000 62,452
860,000	MIZUHO FINANCIAL GROUP	DTD 07/06/2023 VAR CPN 07/06/2034 CALLABLE	860,000 876,667
645,000	NATL BANK OF CANADA	DTD 12/18/2023 5.600% 12/18/2028 CALLABLE	644,471 657,403
140,000	NATWEST GROUP PLC	CONVERTIBLE DTD 11/10/2022 VAR CPN 11/10/2026 CALLABLE	140,000 142,895
300,000	NATWEST GROUP PLC	CONVERTIBLE DTD 03/01/2024 VAR CPN 06/01/2034 CALLABLE	316,362 307,953
515,000	NATWEST MARKETS PLC	DTD 05/17/2024 5.416% 05/17/2027 NON CALLABLE 144A PRIVATE PLACEMENT	515,000 521,994
285,000	SUMITOMO MITSUI	DTD 01/13/2023 5.766% 01/13/2033 NON CALLABLE	293,390 293,222
695,000	TORONTO DOMINION BANK	MEDIUM TERM NOTE CONVERTIBLE DTD 07/17/2023 5.532% 07/17/2026 NON CALLABLE	693,492 703,076
205,000	TORONTO-DOMINION BANK	MEDIUM TERM NOTE CONVERTIBLE DTD 06/08/2022 4.456% 06/08/2032 NON CALLABLE	194,848 194,246
90,000	UBS GROUP AG	DTD 05/12/2022 VAR CPN 05/12/2026 CALLABLE 144A PRIVATE PLACEMENT	90,000 89,791
360,000	UBS GROUP AG	DTD 08/05/2022 VAR CPN 08/05/2027 CALLABLE 144A PRIVATE PLACEMENT	360,000 358,412
225,000	EXP-IMP BK KOREA	DTD 06/29/2021 2.500% 06/29/2041 NON CALLABLE	162,106 156,679
400,000	ONTARIO PROVINCE	MEDIUM TERM NOTE DTD 01/21/2022 2.125% 01/21/2032 NON CALLABLE	346,388 335,840
1,070,703	REPUBLIC OF CHILE	DTD 07/05/2023 5.330% 01/05/2054 CALLABLE	1,049,054 989,351
370,000	UNITED AIRLNS	PASS THRU ASSET BCKD SEC SER 2024-1 CL AA DTD 08/05/2024 5.450% 02/15/2037 CALLABLE	370,000 370,514

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost
65,000	AES CORP/THE	144A PRIV PLCMT 3.300 07/15/2025D	\$ 67,874 \$ 64,375
10,000	BAE SYSTEMS HOLDINGS INC	144A PRIV PLCMT 3.850 12/15/2025	10,763 9,907
385,000	BLACKSTONE HOLDINGS	FINA 144A PRIV PLCMT 2.000 01/30/2032	295,052 309,682
120,000	BNP PARIBAS	144A PRIV PLCMT 06/09/2026D	121,641 118,448
200,000	BNP PARIBAS	144A PRIV PLCMT 01/13/2027D	194,765 192,528
105,000	BPCE SA	144A PRIV PLCMT 10/06/2026D	103,729 102,240
135,000	CREDIT AGRICOLE SA	144A PRIV PLCMT 01/26/2027	131,250 129,641
165,000	GA GLOBAL	FUNDING TRUST 144A PRIV PLCMT 1.950 09/15/2028	161,262 147,251
25,000	GA GLOBAL	FUNDING TRUST 144A PRIV PLCMT 2.250 01/06/2027	22,229 23,658
40,000	GUARDIAN LIFE GLOB FUND	144A PRIV PLCMT 1.400 07/06/2027	39,174 36,880
65,000	INDIANAPOLIS PWR & LIGHT	144A PRIV PLCMT 4.050 05/01/2046	77,778 50,681
40,000	MARS INC	144A PRIV PLCMT 3.950 04/01/2049D	48,888 30,685
20,000	NESTLE HOLDINGS INC	144A PRIV PLCMT 4.000 09/24/2048	24,987 15,902
80,000	NEW YORK LIFE	GLOBAL FDG 144A PRIV PLCMT 1.850 08/01/2031	77,933 65,842
45,000	SCENTRE GROUP TRUST	1/2 144A PRIV PLCMT 3.500 02/12/2025D	47,537 44,900
1,155,000	UBS GROUP	FUNDING 144A PRIV PLCMT 4.125 09/24/2025	1,115,189 1,149,595
20,000	VOLKSWAGEN GROUP AMERICA	144A PRIV PLCMT 4.625 11/13/2025D	22,113 19,962
2,188	SPRINT	SPECTRUM / SPEC I 144A PRIV PLCMT 4.738 03/20/2025	2,298 2,186
Municipal bonds:			
285,000	CALIFORNIA ST BUILD AMERICA BONDS	DTD 12/01/10 7.600 11/01/2040	512,607 339,389
2,500,000	LOUISIANA LOC GOVT	ENVMNTL FACS POWER REVENUE DTD 03/29/2023 5.048% 12/01/2034 NON CALLABLE	2,500,000 2,499,150
340,000	LOUISIANA STATE LOCAL GOVT	ENVRNM POWER REVENUE DTD 05/19/2022 4.275% 02/01/2036 NON CALLABLE	340,653 321,830
70,000	LOUISIANA STATE LOCAL GOVT	ENVRNMNTL POWER REVENUE DTD 05/19/2022 4.475% 08/01/2039 NON CALLABLE	69,782 65,192
74,369	OKLAHOMA DEV FIN AUTH	REV POWER REVENUE DTD 07/20/2022 4.285% 02/01/2034 NON CALLABLE	74,369 72,350
149,556	OKLAHOMA STATE DEV FIN AUTH POWER REVENUE	DTD 09/07/2022 4.135% 12/01/2033 NON CALLABLE	149,556 144,742
2,219,939	TEXAS NATURAL GAS	SECURITIZATION UTILITIES REVENUE DTD 03/23/2023 5.102% 04/01/2035 NON CALLABLE	2,197,286 2,224,601
500,000	TEXAS NATURAL GAS	SECURITIZATION UTILITIES REVENUE DTD 03/23/2023 5.169% 04/01/2041 NON CALLABLE	535,620 492,395
330,000	CMWLTH FING AUTH PA	TXBL-SER A DTD 10/31/16 4.144 06/01/2038	392,852 298,386
150,000	CURATORS OF THE UNIV OF MISSOU	TXBL-REF-SYSTEM FACS REV BONDS DTD 05/05/20 2.012 11/01/2027	130,773 140,115
360,000	JOBSOHIO BEVERAGE SYS	OHIO REVENUE BONDS DTD 02/01/2023 4.433% 01/01/2033 NON CALLABLE	357,845 353,851
450,000	NEW JERSEY ST TPK AUTH TPK	REV BUILD AMERICA BONDS-TAXABLE-A-ISSUER SUBSIDY DTD 12/15/10 7.102 01/01/2041D	737,892 502,551

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Assets (Held at End of Year) (continued)

December 31, 2024

(a)	(b) Par Value, Shares, or Units	(c) Identity of Issue, Borrower, Lessor, or Similar Party, and Description of Investment	(d) Cost	
15,000	NEW YORK STATE URBAN DEV CORP	REV REVENUE BONDS DTD 01/16/2019 3.900% 03/15/2033 PREREFUNDED	17,252	14,566
55,000	NEW YORK STATE URBAN DEV CORP	REV REVENUE BONDS DTD 01/16/2019 3.900% 03/15/2033 CALLABLE	63,257	51,143
United States government securities:				
675,000	UNITED STATES TREASURY BILLS	DTD 02/22/2024 DUE 02/20/2025	667,895	671,166
2,255,000	UNITED STATES TREASURY BONDS	DTD 08/15/2024 4.250% 08/15/2054	2,149,525	2,059,266
760,000	UNITED STATES TREASURY BONDS	DTD 11/15/2024 4.625% 11/15/2044	759,944	736,904
64,000	UNITED STATES TREASURY BONDS	DTD 11/15/2024 4.250% 11/15/2034	64,025	62,332
15,000	UNITED STATES TREASURY NOTES	DTD 02/15/2023 3.500% 02/15/2033	14,749	13,954
2,150,000	UNITED STATES TREASURY NOTES	DTD 02/15/2024 4.000% 02/15/2034	2,105,760	2,058,324
15,000	UNITED STATES TREASURY NOTES	DTD 12/31/2024 4.375% 12/31/2029	14,986	14,993
845,000	US TREASURY BOND	DTD 11/30/21 2.000 11/15/2041	600,435	567,350
2,290,000	US TREASURY BOND	DTD 02/28/22 2.375 02/15/2042	1,678,746	1,630,159
700,000	US TREASURY BOND/NOTE	STRIPPED ZERO DTD 08/15/07 05/15/2034	572,334	448,742
700,000	US TREASURY SEC	STRIPPED DTD 02/15/06 02/15/2034	574,476	454,181
Money market fund:				
5,358,682	ALLSPRING	GOVERNMENT MONEY MARKET FUND SELECT CLASS - #3802D	5,358,682	5,358,682
Total investments			<u>\$ 209,235,902</u>	<u>\$ 194,573,408</u>

* Denotes party-in-interest

**LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN**

EIN: 13-3757370

Plan Number: 002

Schedule of Reportable Transactions (1)(2)

Year Ended December 31, 2024

(a) (b) Identity of Party and Description of Asset	(c) Purchase Price (3)(4)	(d) Selling Price or Proceeds (3)(4)	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Category (iii) - Series of transactions in excess of 5% of Plan assets:					
Money market fund:					
Allspring Government Money Market Fund	\$ 84,933,651	\$ -	\$ 84,933,651	\$ 84,933,651	-
Allspring Government Money Market Fund	-	84,159,775	84,159,775	84,159,775	-

- (1) This schedule presents the aggregate transactions in any security where the transactions in that security exceed 5% of Plan assets as of January 1, 2024, as certified by the Trustee.
- (2) The information in this schedule has been certified as complete and accurate by the Trustee.
- (3) The value of securities at the time of purchase or sale is the fair value.
- (4) Brokerage commissions are included in purchase prices and deducted from sales proceeds.

* Denotes a party-in-interest

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2024 Number and average account balance distributed by attained age and attained years of credited service¹

Attained Age	Attained Years of Credited Service ²										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	29	101	0	0	0	0	0	0	0	0	0	130
	1,120	2,269	-	-	-	-	-	-	-	-	-	2,013
40-44	72	342	127	0	0	0	0	0	0	0	0	541
	1,385	3,524	9,592	-	-	-	-	-	-	-	-	4,664
45-49	59	413	362	132	6	0	0	0	0	0	0	972
	1,598	4,034	11,331	19,539	-	-	-	-	-	-	-	8,851
50-54	72	397	390	275	93	17	0	0	0	0	0	1,244
	1,539	4,777	12,324	23,128	34,753	-	-	-	-	-	-	13,774
55-59	60	381	388	237	192	120	11	0	0	0	0	1,389
	2,103	5,039	13,988	25,064	40,630	57,461	-	-	-	-	-	20,728
60-64	60	324	385	198	168	153	81	1	0	0	0	1,370
	1,789	5,513	14,680	25,734	40,383	57,558	67,942	-	-	-	-	24,668
65-69	31	156	168	101	63	59	42	2	0	0	0	622
	1,833	5,068	14,304	24,947	39,933	60,407	81,649	-	-	-	-	24,916
70 & over	11	61	75	38	39	29	14	1	0	0	0	268
	-	6,627	12,307	24,643	37,581	46,102	-	-	-	-	-	24,045
Total	394	2,176	1,895	981	561	378	148	4	0	0	0	6,537 ³
	1,659	4,549	12,945	23,885	39,146	56,432	73,621	-	-	-	-	17,294

¹ The average cash balance is not shown for any group that has less than 20 participants.

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

³ Excludes three active participants with \$0 account balance as of the valuation date.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
--	----------------------	--------------------------

Conversion of prior plan annuities to lump sums

For Funding, lump sum conversion rate is equal to the 3-segment rates used to determine the Funding Target Liability.

Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee enters the plan. The plan was closed to new entrants on December 31, 2009.

New or rehired employees

It was assumed there will be no new or rehired employees.

Plan-related expenses

The amount included this year for plan-related expenses is \$3,688,486. This is the amount of actual non-PBGC premium administrative expenses paid for the prior year plus expected PBGC premiums.

Covered pay

Not applicable. The plan was frozen on December 31, 2009.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled** Alternative disabled life mortality tables as defined under Rev. Ruling 96-7.

Termination

Sample rates at which participants are assumed to leave the company by age and gender are shown below:

Attained Age	Termination Rate
30 – 34	8.50%
35 – 39	6.75%
40 – 44	5.25%
45 – 49	4.25%
50 – 54	3.75%
55+	N/A

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Disability

Wyatt 1985 Disability Study (class 1). Sample rates at which participants are assumed to become disabled by age and gender are shown below:

Probability of becoming disabled during the year		
Age	Males	Females
25	0.00278	0.00417
30	0.00275	0.00413
35	0.00288	0.00432
40	0.00323	0.00485
45	0.00405	0.00608
50	0.00574	0.00861
55	0.00868	0.01302
60	0.01363	0.02045
64	0.01938	0.02907

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Percentage assumed to retire during the year		
Age	Percentage (Active)	Percentage (Current Terminated Vested)
55 - 58	4.50%	0.00%
59 - 61	6.25%	0.00%
62 - 64	11.00%	0.00%
65 - 69	20.00%	25.00%
70	20.00%	100.00%
71+	100.00%	100.00%

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit commencement date and form of payment:

- Preretirement death benefit Surviving spouses are assumed to elect an immediate lump sum distribution of half of the participant's Cash Balance account following the death of the participant. Surviving spouses are assumed to defer any prior plan annuity benefits until the participant would have reached age 65.
- Deferred vested benefit 75% of active participants are assumed to elect an immediate lump sum payment upon termination, and 25% are assumed to elect a deferred lump sum payment payable at age 65. Current terminated vested participants who did not elect a lump sum payment at termination are assumed to elect a deferred lump sum payment payable based on the retirement assumption for current terminated vested participants.
- Disability benefit Upon disability, current active participants are assumed to elect a lump sum distribution at age 65.
- Retirement benefit 75% of active participants are assumed to elect an immediate lump sum distribution upon retirement, and 25% are assumed to elect a deferred lump sum payment payable at age 65.

Percent married

70% of eligible participants. Used to value pre-retirement surviving spouse benefits.

Spouse age

Male spouses are assumed to be 3 years older than female spouses.

Cash flow timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement and beginning of year decrements are assumed for the valuation.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Methods

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

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Sources of Data and Other Information

Employee data was supplied by the plan sponsor on regular payroll feeds. Data on persons receiving benefits was supplied on a listing from the plan trustee. Data on other participants (terminated vested) is kept by WTW and updated each year to reflect new terminations provided by the plan sponsor or terminated vested participants who have recently commenced payment. Information on assets, contributions, and plan provisions was supplied by the plan sponsor.

Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	The plan credits interest to cash balance accounts using a fixed 4.00% rate.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution," so that the interest rates assumed are effectively the same as described above for the discount rate.
Administrative "and investment" expenses	Plan-related expenses are estimated by determining the actual expenses paid from the trust the preceding year.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430.
Termination	<p>Termination rates were based on an experience study conducted in 2023. The study reviewed experience between 2018 and 2022. Annual consideration will be given to whether any conditions have changed that would be expected to produce different results in the future.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p>

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Retirement rates for active participants were based on an experience study conducted in 2023. The study reviewed experience between 2018 and 2022. Annual consideration has been given to whether any conditions have changed that would be expected to produce different results in the future.

For the reasons discussed above, we believe the assumptions selected do to significantly conflict with what would be reasonable.

Benefit commencement for deferred benefits

Deferred vested participants who did not elect the lump sum form of payment at termination are assumed to begin benefits based on the retirement decrements for current terminated vested participants. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.

Form of payment

The percentage of terminating/retiring active participants assumed to take lump sums is based on observed experience. Of the hundreds of active participants who separate from service each year, only a small handful choose the annuity payment form. In most prior years, less than 5 percent have chosen the annuity payment form.

Marital Assumptions

- Percent married
The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.
- Spouse age
The assumed age difference for spouses is based on general population statistics on the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law," as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of September 2022 to September 2023 as required by IRC §430.
- The mortality assumption used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by IRS under IRC §430.
- A new experience study was performed, and as a result assumed rates of retirement for Actives and Terminated Vested participants, and rates of termination, were changed to better reflect anticipated future experience.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

Plan Name	Laboratory Corporation Of America Holdings Cash Balance Retirement Plan
Plan Sponsor EIN	13-3757370
ERISA Plan #	002
Plan Year Ending	December 31, 2024

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

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

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

A Name of plan LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF LABORATORY CORPORATION OF AMERICA HOLDINGS	D Employer Identification Number (EIN) 13-3757370	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	206,844,881
	b Actuarial value	2b	219,777,350
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	843	38,615,545
	b For terminated vested participants	2,411	44,373,370
	c For active participants	6,540	115,017,526
	d Total	9,794	198,006,441
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)	<input type="checkbox"/>	
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	4.96%
6	Target normal cost		
	a Present value of current plan year accruals	6a	0
	b Expected plan-related expenses	6b	3,688,486
	c Target normal cost	6c	3,688,486

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

SIGN HERE	Nathan Bragg Signature of actuary Nathan Bragg Type or print name of actuary Willis Towers Watson US LLC Firm name 1120 South Tryon Street Suite 650 Charlotte NC 28203-0002 Address of the firm	NDB September 8, 2025 Date 2307999 Most recent enrollment number 704-620-6480 Telephone number (including area code)
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If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

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

21 Discount rate:				
a Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 64
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute	

Part VI Miscellaneous Items

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3,688,486	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	10,958,406		1,036,453
b Waiver amortization installment	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	4,724,939	
		Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement		0	4,724,939
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Laboratory Corporation of America Holdings
EIN/PN	13-3757370/002
Plan Name	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Nathan Bragg
Enrollment Number	23-07999

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 7 Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance as of January 1, 2024

The table below reconciles the items shown in line 11 and shows the plan sponsor's election to add to prefunding balance.

		Comment
11 Prior year's excess contributions to be added to prefunding balance		
a Present Value of excess contributions (line 38a from prior year)	\$ 9,375,967	Matches line 38a from prior year
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective rate of 5.08%	\$ 237,228	Line 38b from prior year is shown as \$0. However, the plan sponsor actually used funding balance to satisfy the full \$4,706,133 of the 2024 minimum required contribution, so that amount should have appeared in line 38b. The amount shown here is $(\$9,375,967 - \$4,706,133) * 5.08\% = \$237,228$
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return	\$ 523,793	See comment above; the amount shown here is $\$4,706,133 * 11.13\% = \$523,793$
c Total available at beginning of current plan year to add to prefunding balance	\$ 10,136,988	Sum of a, b(1), and b(2) above
d Portion of (c) to be added to prefunding balance	\$ 10,100,000	Actual amount that the plan sponsor elected to add to prefunding balance

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.045	1000	1.000000	0.045000	2.475000
56	0.045	955	0.955000	0.042975	2.406600
57	0.045	912	0.912025	0.041041	2.339344
58	0.045	871	0.870984	0.039194	2.273268
59	0.0625	832	0.831790	0.051987	3.067224
60	0.0625	780	0.779803	0.048738	2.924260
61	0.0625	731	0.731065	0.045692	2.787186
62	0.11	685	0.685374	0.075391	4.674247
63	0.11	610	0.609982	0.067098	4.227178
64	0.11	543	0.542884	0.059717	3.821906
65	0.20	483	0.483167	0.096633	6.281172
66	0.20	387	0.386534	0.077307	5.102244
67	0.20	309	0.309227	0.061845	4.143641
68	0.20	247	0.247382	0.049476	3.364389
69	0.20	198	0.197905	0.039581	2.731092
70	0.20	158	0.158324	0.031665	2.216539
71	1.00	127	0.126659	0.126659	8.992814

Average age at retirement 63.828105

Rounded for Schedule SB item 22 64 ==> SCHB_WARA

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

A new experience study was performed, and as a result assumed rates of retirement for Actives and Terminated Vested participants, and rates of termination, were changed to better reflect anticipated future experience.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

- Applicable month September
- Interest rate basis 3-Segment Rates

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
--	----------------------	--------------------------

Conversion of prior plan annuities to lump sums

For Funding, lump sum conversion rate is equal to the 3-segment rates used to determine the Funding Target Liability.

Demographic Assumptions

Inclusion date

The valuation date coincident with or next following the date on which the employee enters the plan. The plan was closed to new entrants on December 31, 2009.

New or rehired employees

It was assumed there will be no new or rehired employees.

Plan-related expenses

The amount included this year for plan-related expenses is \$3,688,486. This is the amount of actual non-PBGC premium administrative expenses paid for the prior year plus expected PBGC premiums.

Covered pay

Not applicable. The plan was frozen on December 31, 2009.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled** Alternative disabled life mortality tables as defined under Rev. Ruling 96-7.

Termination

Sample rates at which participants are assumed to leave the company by age and gender are shown below:

Attained Age	Termination Rate
30 – 34	8.50%
35 – 39	6.75%
40 – 44	5.25%
45 – 49	4.25%
50 – 54	3.75%
55+	N/A

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Disability

Wyatt 1985 Disability Study (class 1). Sample rates at which participants are assumed to become disabled by age and gender are shown below:

Probability of becoming disabled during the year		
Age	Males	Females
25	0.00278	0.00417
30	0.00275	0.00413
35	0.00288	0.00432
40	0.00323	0.00485
45	0.00405	0.00608
50	0.00574	0.00861
55	0.00868	0.01302
60	0.01363	0.02045
64	0.01938	0.02907

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants are assumed to retire by age are shown below:

Percentage assumed to retire during the year		
Age	Percentage (Active)	Percentage (Current Terminated Vested)
55 - 58	4.50%	0.00%
59 - 61	6.25%	0.00%
62 - 64	11.00%	0.00%
65 - 69	20.00%	25.00%
70	20.00%	100.00%
71+	100.00%	100.00%

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Benefit commencement date and form of payment:

- Preretirement death benefit Surviving spouses are assumed to elect an immediate lump sum distribution of half of the participant's Cash Balance account following the death of the participant. Surviving spouses are assumed to defer any prior plan annuity benefits until the participant would have reached age 65.
- Deferred vested benefit 75% of active participants are assumed to elect an immediate lump sum payment upon termination, and 25% are assumed to elect a deferred lump sum payment payable at age 65. Current terminated vested participants who did not elect a lump sum payment at termination are assumed to elect a deferred lump sum payment payable based on the retirement assumption for current terminated vested participants.
- Disability benefit Upon disability, current active participants are assumed to elect a lump sum distribution at age 65.
- Retirement benefit 75% of active participants are assumed to elect an immediate lump sum distribution upon retirement, and 25% are assumed to elect a deferred lump sum payment payable at age 65.

Percent married

70% of eligible participants. Used to value pre-retirement surviving spouse benefits.

Spouse age

Male spouses are assumed to be 3 years older than female spouses.

Cash flow timing of benefit payments

Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement and beginning of year decrements are assumed for the valuation.

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Methods

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

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Sources of Data and Other Information

Employee data was supplied by the plan sponsor on regular payroll feeds. Data on persons receiving benefits was supplied on a listing from the plan trustee. Data on other participants (terminated vested) is kept by WTW and updated each year to reflect new terminations provided by the plan sponsor or terminated vested participants who have recently commenced payment. Information on assets, contributions, and plan provisions was supplied by the plan sponsor.

Data were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
Cash balance interest crediting rate	The plan credits interest to cash balance accounts using a fixed 4.00% rate.
Lump sum conversion rate	As required by IRC 430, lump sum benefits are valued using "annuity substitution," so that the interest rates assumed are effectively the same as described above for the discount rate.
Administrative "and investment" expenses	Plan-related expenses are estimated by determining the actual expenses paid from the trust the preceding year.

Assumptions Rationale - Significant Demographic Assumptions

Healthy and Disabled Mortality	Assumptions used for funding purposes are as prescribed by IRC §430.
Termination	<p>Termination rates were based on an experience study conducted in 2023. The study reviewed experience between 2018 and 2022. Annual consideration will be given to whether any conditions have changed that would be expected to produce different results in the future.</p> <p>For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.</p>

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Retirement

Retirement rates for active participants were based on an experience study conducted in 2023. The study reviewed experience between 2018 and 2022. Annual consideration has been given to whether any conditions have changed that would be expected to produce different results in the future.

For the reasons discussed above, we believe the assumptions selected do to significantly conflict with what would be reasonable.

Benefit commencement for deferred benefits

Deferred vested participants who did not elect the lump sum form of payment at termination are assumed to begin benefits based on the retirement decrements for current terminated vested participants. Deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.

Form of payment

The percentage of terminating/retiring active participants assumed to take lump sums is based on observed experience. Of the hundreds of active participants who separate from service each year, only a small handful choose the annuity payment form. In most prior years, less than 5 percent have chosen the annuity payment form.

Marital Assumptions

- Percent married
The assumed percentage married is based on general population statistics on the marital status of individuals of retirement age.
- Spouse age
The assumed age difference for spouses is based on general population statistics on the age difference for married individuals of retirement age.

Source of Prescribed Methods

Funding methods

The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law," as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

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Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

- The segment interest rates used to calculate the funding target and target normal cost were updated from an applicable month of September 2022 to September 2023 as required by IRC §430.
- The mortality assumption used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by IRS under IRC §430.
- A new experience study was performed, and as a result assumed rates of retirement for Actives and Terminated Vested participants, and rates of termination, were changed to better reflect anticipated future experience.

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1992, restated effective January 1, 2016 and subsequently amended by Amendment Number 1 (adopted November 2018) which provided for the automatic payments of small Cash Balance accounts (less than or equal to \$5,000) for commencement dates on and after December 1, 2018. Amendment Number 2 (adopted November 2023) formally authorized the limited retiree annuity purchase transaction which occurred in February 2023.

Definitions

Plan year	The twelve-month period ending December 31.
Covered employees	<p>All employees are eligible to participate under the plan on the Entry Date coincident with or next following the later of attaining age 21 and first anniversary of hire. For employees hired prior to January 1, 1995, Entry Date means the first day of the month. For employees hired on or after January 1, 1995, Entry Date means the first day of each January and July. "Employee" means any person on the payroll whose wages are subject to withholding for the purposes of federal income tax.</p> <p>Note: If an employee meets the age requirement, but fails to complete 1,000 hours during the first year, participation will begin on the January 1 following the plan year in which 1,000 hours are completed.</p> <p>Participation in the plan was closed to new entrants as of December 31, 2009, and participants in the plan will not accrue any additional benefits after that date.</p>
Credited service	The number of years and completed months of service from date of participation to date of termination, adjusted for certain periods of unpaid absence. Credited service stops accruing as of December 31, 2009.
Vesting service	Total service from date of hire to date of termination, less any absence in excess of 12 months that is excluded from credited service, using elapsed time.

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Sample special service provisions

- a. Employees of Biomedical Reference Laboratories, Inc.
Service for the purposes of participation and vesting is measured from date of hire by BRL; Credited Service is measured from the later of January 1, 1983 or the date of employment.
- b. Former Participants in the CBL Plan as of June 30, 1983
Service for the purposes of determining participation and vesting is measured from the same date that such service commenced under the CBL Plan. Credited Service is measured from July 1, 1983.
- c. Former Participants in the RCL Plan as of December 31, 1983
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from the same date that such service commenced under the RCL Plan.
- d. Employees in the Roche Clinical Laboratories Division as of December 31, 1983 and other than those described in (c)
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from January 1, 1984.
- e. Former Participants in the Medlabs Plan as of February 28, 1989
Service for the purposes of determining participation and vesting shall take into account all service with Medical Laboratory Associates, Inc. and Affiliated Companies. Credited Service is measured from July 1, 1988.
- f. Former Employees of Allied Clinical Laboratories
Service for the purposes of participation and vesting service is measured from the later of June 23, 1994 or date of hire with date of participation not earlier than January 1, 1996. Credited service is measured from the later of January 1, 1996 or date of participation.
- g. Former Employees of Med Express
Service for the purposes of participation and vesting is measured from the later of July 14, 1995 or date of hire. Credited Service is measured from date of participation.
- h. Former Employees of Nyack Hospital Laboratories
Service for purposes of participation and vesting is measured from date of hire with date of participation not earlier than May 1, 1995. Credited Service is measured from the later of May 1, 1995 or date of participation.

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Sample special service provisions (continued)

- i. Former Eligible Employees of Dynacare Laboratories
Service for purposes of participation and vesting is measured from the later of July 25, 2002 or date of hire. Credited service is measured from the later of January 1, 2004 or date of participation.
- j. Former Employees of Path Lab
Service for purposes of participation and vesting is measured from the later of May 1, 2001 or date of hire. Credited service is measured from the later of July 1, 2002 or date of participation.
- k. Former Employees of Dianon Systems
Service for purposes of participation and vesting is measured from the later of January 17, 2003 or date of hire. Credited service is measured from the later of July 1, 2004 or date of participation.

Final average compensation

The monthly average of the 5 consecutive calendar years' compensation out of the last 10 years that gives the highest average. For benefits accrued prior to July 1, 1995 under the Roche Biomedical Laboratories Retirement Plan (the "RBL Plan"), and for participants grandfathered under that plan formula, the monthly average is based on the highest 60 months out of the last 120 months that gives the highest average. No compensation shall be taken into account under the plan for any period after December 31, 2009.

Plan compensation

Compensation includes base pay plus any compensation deferred under a Section 125 or Section 401(k) plan, including shift differentials. Compensation is limited to \$200,000 (indexed beginning in 2002) as required.

Social Security benefit

This benefit is the estimated monthly amount of primary old age insurance payable at age 65. In the case of an early retirement for participants grandfathered under the National Health Laboratories Incorporated Retirement Plan (the "NHL Plan"), the estimate is based on no future earnings after retirement; otherwise, it is assumed that earnings remain level until age 65.

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Eligibility for Benefits

Normal retirement	Age 65 and five years of employment. For grandfathered participants under the RBL Plan, normal retirement date is age 65.
Late retirement	Retirement after NRD
Early retirement	Age 55 and 10 years of vesting service.
Disability	Total and permanent disability of participant prior to normal retirement date, 3 years of vesting service required (5 years if no Hours of Service have been worked since 1/1/2008).
Deferred vested termination	A participant is 100% vested upon completion of 3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008). However, all participants become 100% vested upon reaching Normal Retirement Date.
Preretirement death	3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008).

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Benefits Paid Upon the Following Events

Normal retirement

Former Participants of the NHL Incorporated Employees' Retirement Plan

For benefits accrued prior to January 1, 1995 and for all grandfathered participants (age 50 and 15 Years of Vesting Service as of December 31, 1994), a monthly pension equal to the greater of (a) or (b) as follows:

- a. 52% of 1/12 of Final Average Compensation less 50% of Social Security benefit, reduced proportionately for credited service of less than 30 years. Up to 34/30 of the benefit formula can be earned based on service for employees of Revlon on October 31, 1976.
- b. The benefit determined from the minimum benefit schedule as follows:

Final Average Compensation	Monthly Minimum for Each Year of First 20 Years of Credited Service	Monthly Minimum for each Year of Credited Service From 20th to 30th Year*
\$18,000 and Over	\$24.00	\$19.50
\$17,000 - \$17,999	\$23.00	\$18.50
\$16,000 - \$16,999	\$22.00	\$17.50
\$15,000 - \$15,999	\$21.00	\$16.50
\$14,000 - \$14,999	\$20.00	\$15.50
\$13,000 - \$13,999	\$19.00	\$14.50
\$12,000 - \$12,999	\$18.00	\$13.50
\$11,000 - \$11,999	\$17.00	\$12.50
\$10,000 - \$10,999	\$16.00	\$11.50
\$9,000 - \$9,999	\$15.00	\$10.50
\$8,000 - \$8,999	\$14.00	\$9.50
\$7,000 - \$7,999	\$13.00	\$8.50
\$6,000 - \$6,999	\$12.00	\$7.50
\$5,999 and Below	\$11.00	\$6.50

*Up to the 34th year if employed by Revlon on October 31, 1976

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Normal retirement (continued)

Former Participants of the Roche Biomedical Laboratories Retirement Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Vesting Service as of June 30, 1995), a monthly pension benefit equal to the greater of (a) or (b) as follows:

- a. 1.83% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 0.63% of Final Average Compensation limited to Covered Compensation multiplied by credited service not in excess of 25 years.
- b. The following benefit schedule frozen as of December 31, 1988: 2% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 2% of Primary Social Security multiplied by credited service not in excess of 25 years.

Covered Compensation is the 35-year average of the Social Security Wage Bases ending with the year the employee attains Social Security Retirement Age.

Former Participants in the CBL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the CBL Plan as of June 30, 1983 will receive the greater of (a) or (b)

- a. The sum of:
 - I. 1% of Basic Earnings Rate as of June 30, 1983 multiplied by service as of December 31, 1975.
 - II. 1.2% of Basic Earnings Rate as of June 30, 1983 multiplied by service earned from December 31, 1975 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983, not in excess of 25 years.
- b. The sum of:
 - I. 1% of the greater of Earnings and Final Average Earnings multiplied by service as of December 31, 1975.
 - II. 1.2% of the greater of Earnings and Final Average Earnings multiplied by service earned from December 31, 1974 through June 30, 1983.

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III. The RBL plan benefit based upon service measured from June 30, 1983 such that the sum of service considered under (i), (ii) and (iii) does not exceed 25 years.

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Normal retirement (continued)

In the CBL Plan, Basic Earnings Rate is defined as the highest five consecutive year average earnings rates for the participant at the date of determination, where earnings rate is defined as the participant's base salary rate on a preceding December 1st.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or before June 30, 1992 will receive a benefit (the "RCL Plan Formula") computed as follows:

- For a participant with less than 15 years of Continuous Service, the benefit is 2% of earnings less \$18 for each year of Continuous Service.
- For a participant with at least 15 years of Continuous Service, the benefit is 2.4% of Final Average Earnings less \$57.60 times years of Continuous Service not in excess of 25 years.

Former participants in the RCL Plan as of December 31, 1983 who elected to make no contributions after December 31, 1983 or former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or after July 1, 1992 will receive a benefit computed as follows:

- For Continuous Service prior to the date contributions were discontinued, the amount determined under (a) or (b) above (the RCL Plan Formula). In determining whether (a) or (b) is used, all years of Continuous Service as of the participant's retirement date shall be taken into account.
- For Continuous Service after the date contributions were discontinued but prior to the completion of 25 years of Continuous Service, the RBL Plan benefit.

Former Participants in the Medlabs Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the Medlabs Plan as of February 28, 1989 will receive the Medlabs Plan accrued benefit based on service and earnings to June 30, 1988 under that Plan plus the RBL plan benefit based on continuous service from July 1, 1988.

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Normal retirement (continued)

Cash Balance Formula

For all non-grandfathered participants, subsequent to December 31, 1994 for former NHL Plan participants and June 30, 1995 for former RBL Plan participants, a cash balance plan benefit based on Pay-based Credit as follows:

Pay-based Credit:

Credited Service	Pay-based Credit
0-1.99 years	2.25%
2-4.99 years	2.50%
5-9.99 years	3.00%
10-14.99 years	4.00%
15-19.99 years	5.00%
20-33.99 years	6.00%
34+ years	0.00%

Interest Credit: 4.00%.

The monthly benefit is developed by projecting the cash balance as of the end of the year of determination to Normal Retirement Date based on the interest credit rate in effect at determination, then converting to a monthly benefit using actuarial equivalence based on the applicable mortality table and the applicable interest rate defined in the IRC Section 417(e) for the year of determination.

Late retirement

If retirement occurs after the normal retirement date, the late retirement income will be the greater of:

- the benefit calculated using credited service and compensation as of the late retirement date; and
- the benefit accrued as of the normal retirement date, actuarially increased to the late retirement date.

Accrued benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula(s) shown above, but is based on current credited service, final average monthly compensation, and social security benefit (subject to the plan freeze on 12/31/2009).

Former Participants in the RBL Plan

The pre-7/1/95 accrued benefit and grandfathered accrued benefit is computed in the same manner as the Normal Retirement Benefit except that Credited Service is projected to Normal Retirement Date (and then limited to 25 years). The resulting benefit is then multiplied

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Accrued benefit (continued)

by Credited Service at Termination divided by Credited Service projected to Normal Retirement Date.

Former Participants in the CBL Pension Plan

The deferred vested benefit for former participants in the CBL Pension Plan as of June 30, 1983 is the sum of the CBL Plan accrued benefit as of June 30, 1983 and the RBL Plan deferred vested benefit based on Continuous Service measured from July 1, 1983. The CBL Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the CBL Plan and the vesting percent under the CBL Plan, recognizing Service under this Plan as though it were under the CBL Plan.

Benefits may commence after the attainment of age 50.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

The portion of the accrued benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant who would have completed less than 15 years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.
- A participant who would have completed 15 or more years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.

Former Participants in the Medlabs Plan

The deferred vested benefit for former participants in the Medlabs Plan as of February 28, 1989 is the sum of the Medlabs Plan accrued benefit as of June 30, 1988 and the RBL Plan deferred vested benefit based on Continuous Service from July 1, 1988. The Medlabs Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the Medlabs Plan.

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Early retirement benefit

Accrued monthly benefit as of early retirement date reduced $\frac{1}{2}\%$ for each month benefits begin before age 65.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced $\frac{1}{180}$ th for each of the first sixty months benefits begin before Normal Retirement Date and $\frac{1}{360}$ th for each of the next sixty months.

For participants in the RCL Plan as of December 31, 1983, the portion of the Early Retirement Benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant with 15 or more year of Continuous Service at Early Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date but who would have completed 15 or more years if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date and who would have completed less than 15 years if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.

Disability benefit

For pre-1995 accrued benefits and Grandfather formula: The accrued benefit is as of the date of disability. The amount of accrued benefit is reduced for each month benefits begin before age 65 as follows: $\frac{1}{2}\%$ for each such month after age 55 and actuarially for each such month before age 55.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced in the same manner as for the Early Retirement Benefit described above.

Cash Balance Pension Plan Benefit: Distribution of 100% of the cash balance.

Vested benefits upon termination of service

The termination benefit is equal to the vested accrued benefit, payable in the normal form, commencing at normal retirement date. Optionally, the participant may elect to receive an actuarially reduced benefit commencing prior to normal retirement date. For benefits earned under the Cash Balance Pension Plan formula, the participant may elect a distribution of their vested cash balance account.

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Death benefits for participants in active service

The participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the qualified joint and 50% contingent option. For benefits earned under the Cash Balance Pension Plan formula, an immediate distribution of 50% of the account may be requested by the spouse. No benefits are payable in the event of death of an unmarried participant.

Death benefits for former participants in the RCL Plan

A former participant in the RCL Plan as of December 31, 1983 will receive a death benefit calculated only upon that portion of his retirement benefit attributable to the RBL plan benefit.

Additionally, a participant who has completed the eligibility requirements for early retirement may elect, at any time before benefit commencement, a pre-retirement death benefit for only the portion of his retirement benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992. On the death of a participant who elected this option, his spouse will receive a monthly benefit equal to 50% of the RCL Plan Formula portion of the benefits the participant would have received had he retired on the day before his death. The RCL Plan Formula portion of the benefit that participant receives at actual retirement will be reduced by .5% for each year that the election is in effect to cover the cost of this option.

As a minimum, a participant's beneficiary will receive a refund of the participant's employee contributions with interest.

Death benefits for retired former RBL plan participants

Post-retirement coverage is available to all retired participants who have an eligible spouse for benefits accrued prior to July 1, 1995 and for grandfathered participants under the RBL Plan formula. The benefit is 50% of the participant's pension (before and without regard to any adjustment for any alternative payment forms).

Each eligible child receives 40% of the amount payable to the spouse subject to an overall maximum for all children of 100% of the spouse's benefit. Payments to a child cease once he attains age 21.

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Other Plan Provisions

Normal form of retirement income The normal form of benefit is 10 years certain and life. For benefits accrued under the RBL Plan, either prior to July 1, 1995 or as a grandfathered employee, the normal form of benefit is a life only benefit.

Optional forms of retirement income in lieu of normal form The plan provides optional payment forms, including the qualified Joint and Contingent benefit for married employees and lump sum distributions, on an actuarially equivalent basis. Actuarial equivalence for this purpose is based on PPA assumptions for terminations after December 31, 2007.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

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Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2024 Number and average account balance distributed by attained age and attained years of credited service¹

Attained Age	Attained Years of Credited Service ²										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-	-
30-34	0	1	0	0	0	0	0	0	0	0	0	1
	-	-	-	-	-	-	-	-	-	-	-	-
35-39	29	101	0	0	0	0	0	0	0	0	0	130
	1,120	2,269	-	-	-	-	-	-	-	-	-	2,013
40-44	72	342	127	0	0	0	0	0	0	0	0	541
	1,385	3,524	9,592	-	-	-	-	-	-	-	-	4,664
45-49	59	413	362	132	6	0	0	0	0	0	0	972
	1,598	4,034	11,331	19,539	-	-	-	-	-	-	-	8,851
50-54	72	397	390	275	93	17	0	0	0	0	0	1,244
	1,539	4,777	12,324	23,128	34,753	-	-	-	-	-	-	13,774
55-59	60	381	388	237	192	120	11	0	0	0	0	1,389
	2,103	5,039	13,988	25,064	40,630	57,461	-	-	-	-	-	20,728
60-64	60	324	385	198	168	153	81	1	0	0	0	1,370
	1,789	5,513	14,680	25,734	40,383	57,558	67,942	-	-	-	-	24,668
65-69	31	156	168	101	63	59	42	2	0	0	0	622
	1,833	5,068	14,304	24,947	39,933	60,407	81,649	-	-	-	-	24,916
70 & over	11	61	75	38	39	29	14	1	0	0	0	268
	-	6,627	12,307	24,643	37,581	46,102	-	-	-	-	-	24,045
Total	394	2,176	1,895	981	561	378	148	4	0	0	0	6,537 ³
	1,659	4,549	12,945	23,885	39,146	56,432	73,621	-	-	-	-	17,294

¹ The average cash balance is not shown for any group that has less than 20 participants.

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

³ Excludes three active participants with \$0 account balance as of the valuation date.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	13,247,752	6,084,024	4,398,771	23,730,547
2025	12,120,419	2,990,562	4,218,722	19,329,703
2026	11,883,129	2,994,035	4,039,885	18,917,049
2027	11,449,468	3,159,710	3,856,131	18,465,309
2028	11,454,073	3,047,995	3,665,393	18,167,461
2029	10,635,185	3,280,408	3,470,802	17,386,395
2030	10,161,874	3,295,044	3,271,952	16,728,870
2031	9,467,777	3,371,947	3,068,974	15,908,698
2032	9,002,290	3,402,615	2,864,474	15,269,379
2033	8,385,844	3,396,692	2,662,995	14,445,531
2034	7,488,671	3,301,282	2,447,252	13,237,205
2035	6,798,992	3,142,112	2,230,991	12,172,095
2036	6,272,543	3,094,653	2,029,886	11,397,082
2037	5,436,773	2,783,197	1,835,037	10,055,007
2038	5,182,612	2,629,705	1,656,475	9,468,792
2039	4,269,808	2,395,504	1,484,584	8,149,896
2040	3,937,347	2,427,978	1,322,674	7,687,999
2041	3,246,603	2,157,868	1,172,428	6,576,899
2042	3,031,732	1,940,044	1,033,016	6,004,792
2043	2,457,132	1,825,429	897,585	5,180,146
2044	1,999,447	1,726,653	772,902	4,499,002
2045	1,666,426	1,579,100	667,570	3,913,096
2046	1,408,506	1,423,168	573,275	3,404,949
2047	1,071,622	1,170,364	489,581	2,731,567
2048	865,002	1,013,270	415,913	2,294,185
2049	640,202	891,117	351,579	1,882,898
2050	505,413	699,572	295,805	1,500,790
2051	354,249	558,520	247,782	1,160,551

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	294,398	456,195	206,699	957,292
2053	193,151	365,376	171,768	730,295
2054	131,048	299,580	142,225	572,853
2055	95,422	253,627	117,352	466,401
2056	68,444	220,538	96,488	385,470
2057	40,552	179,231	79,042	298,825
2058	25,575	148,631	64,495	238,701
2059	15,902	122,279	52,389	190,570
2060	9,714	99,267	42,327	151,308
2061	4,695	79,488	33,983	118,166
2062	3,529	62,760	27,083	93,372
2063	1,945	48,844	21,405	72,194
2064	1,522	37,460	16,757	55,739
2065	1,261	28,304	12,980	42,545
2066	1,079	21,066	9,937	32,082
2067	918	15,442	7,509	23,869
2068	775	11,149	5,596	17,520
2069	650	7,928	4,108	12,686
2070	542	5,555	2,966	9,063
2071	448	3,836	2,104	6,388
2072	368	2,612	1,465	4,445
2073	300	1,756	1,000	3,056

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	2,117,205	15.00000	2,117,205	192,624
2. Shortfall	01/01/2023	9,214,050	14.00000	8,841,201	843,829
Total				10,958,406	1,036,453

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.045	1000	1.000000	0.045000	2.475000
56	0.045	955	0.955000	0.042975	2.406600
57	0.045	912	0.912025	0.041041	2.339344
58	0.045	871	0.870984	0.039194	2.273268
59	0.0625	832	0.831790	0.051987	3.067224
60	0.0625	780	0.779803	0.048738	2.924260
61	0.0625	731	0.731065	0.045692	2.787186
62	0.11	685	0.685374	0.075391	4.674247
63	0.11	610	0.609982	0.067098	4.227178
64	0.11	543	0.542884	0.059717	3.821906
65	0.20	483	0.483167	0.096633	6.281172
66	0.20	387	0.386534	0.077307	5.102244
67	0.20	309	0.309227	0.061845	4.143641
68	0.20	247	0.247382	0.049476	3.364389
69	0.20	198	0.197905	0.039581	2.731092
70	0.20	158	0.158324	0.031665	2.216539
71	1.00	127	0.126659	0.126659	8.992814

Average age at retirement 63.828105

Rounded for Schedule SB item 22 64 ==> SCHB_WARA

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	13,247,752	6,084,024	4,398,771	23,730,547
2025	12,120,419	2,990,562	4,218,722	19,329,703
2026	11,883,129	2,994,035	4,039,885	18,917,049
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2028	11,454,073	3,047,995	3,665,393	18,167,461
2029	10,635,185	3,280,408	3,470,802	17,386,395
2030	10,161,874	3,295,044	3,271,952	16,728,870
2031	9,467,777	3,371,947	3,068,974	15,908,698
2032	9,002,290	3,402,615	2,864,474	15,269,379
2033	8,385,844	3,396,692	2,662,995	14,445,531
2034	7,488,671	3,301,282	2,447,252	13,237,205
2035	6,798,992	3,142,112	2,230,991	12,172,095
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2040	3,937,347	2,427,978	1,322,674	7,687,999
2041	3,246,603	2,157,868	1,172,428	6,576,899
2042	3,031,732	1,940,044	1,033,016	6,004,792
2043	2,457,132	1,825,429	897,585	5,180,146
2044	1,999,447	1,726,653	772,902	4,499,002
2045	1,666,426	1,579,100	667,570	3,913,096
2046	1,408,506	1,423,168	573,275	3,404,949
2047	1,071,622	1,170,364	489,581	2,731,567
2048	865,002	1,013,270	415,913	2,294,185
2049	640,202	891,117	351,579	1,882,898
2050	505,413	699,572	295,805	1,500,790
2051	354,249	558,520	247,782	1,160,551

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2052	294,398	456,195	206,699	957,292
2053	193,151	365,376	171,768	730,295
2054	131,048	299,580	142,225	572,853
2055	95,422	253,627	117,352	466,401
2056	68,444	220,538	96,488	385,470
2057	40,552	179,231	79,042	298,825
2058	25,575	148,631	64,495	238,701
2059	15,902	122,279	52,389	190,570
2060	9,714	99,267	42,327	151,308
2061	4,695	79,488	33,983	118,166
2062	3,529	62,760	27,083	93,372
2063	1,945	48,844	21,405	72,194
2064	1,522	37,460	16,757	55,739
2065	1,261	28,304	12,980	42,545
2066	1,079	21,066	9,937	32,082
2067	918	15,442	7,509	23,869
2068	775	11,149	5,596	17,520
2069	650	7,928	4,108	12,686
2070	542	5,555	2,966	9,063
2071	448	3,836	2,104	6,388
2072	368	2,612	1,465	4,445
2073	300	1,756	1,000	3,056

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Laboratory Corporation of America Holdings
EIN/PN	13-3757370/002
Plan Name	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Nathan Bragg
Enrollment Number	23-07999

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 7 Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance as of January 1, 2024

The table below reconciles the items shown in line 11 and shows the plan sponsor's election to add to prefunding balance.

		Comment
11 Prior year's excess contributions to be added to prefunding balance		
a Present Value of excess contributions (line 38a from prior year)	\$ 9,375,967	Matches line 38a from prior year
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective rate of 5.08%	\$ 237,228	Line 38b from prior year is shown as \$0. However, the plan sponsor actually used funding balance to satisfy the full \$4,706,133 of the 2024 minimum required contribution, so that amount should have appeared in line 38b. The amount shown here is $(\$9,375,967 - \$4,706,133) * 5.08\% = \$237,228$
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return	\$ 523,793	See comment above; the amount shown here is $\$4,706,133 * 11.13\% = \$523,793$
c Total available at beginning of current plan year to add to prefunding balance	\$ 10,136,988	Sum of a, b(1), and b(2) above
d Portion of (c) to be added to prefunding balance	\$ 10,100,000	Actual amount that the plan sponsor elected to add to prefunding balance

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1992, restated effective January 1, 2016 and subsequently amended by Amendment Number 1 (adopted November 2018) which provided for the automatic payments of small Cash Balance accounts (less than or equal to \$5,000) for commencement dates on and after December 1, 2018. Amendment Number 2 (adopted November 2023) formally authorized the limited retiree annuity purchase transaction which occurred in February 2023.

Definitions

Plan year	The twelve-month period ending December 31.
Covered employees	<p>All employees are eligible to participate under the plan on the Entry Date coincident with or next following the later of attaining age 21 and first anniversary of hire. For employees hired prior to January 1, 1995, Entry Date means the first day of the month. For employees hired on or after January 1, 1995, Entry Date means the first day of each January and July. "Employee" means any person on the payroll whose wages are subject to withholding for the purposes of federal income tax.</p> <p>Note: If an employee meets the age requirement, but fails to complete 1,000 hours during the first year, participation will begin on the January 1 following the plan year in which 1,000 hours are completed.</p> <p>Participation in the plan was closed to new entrants as of December 31, 2009, and participants in the plan will not accrue any additional benefits after that date.</p>
Credited service	The number of years and completed months of service from date of participation to date of termination, adjusted for certain periods of unpaid absence. Credited service stops accruing as of December 31, 2009.
Vesting service	Total service from date of hire to date of termination, less any absence in excess of 12 months that is excluded from credited service, using elapsed time.

Plan Name:	Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN:	13-3757370/002
Plan Sponsor:	Laboratory Corporation of America Holdings
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Sample special service provisions

- a. Employees of Biomedical Reference Laboratories, Inc.
Service for the purposes of participation and vesting is measured from date of hire by BRL; Credited Service is measured from the later of January 1, 1983 or the date of employment.
- b. Former Participants in the CBL Plan as of June 30, 1983
Service for the purposes of determining participation and vesting is measured from the same date that such service commenced under the CBL Plan. Credited Service is measured from July 1, 1983.
- c. Former Participants in the RCL Plan as of December 31, 1983
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from the same date that such service commenced under the RCL Plan.
- d. Employees in the Roche Clinical Laboratories Division as of December 31, 1983 and other than those described in (c)
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from January 1, 1984.
- e. Former Participants in the Medlabs Plan as of February 28, 1989
Service for the purposes of determining participation and vesting shall take into account all service with Medical Laboratory Associates, Inc. and Affiliated Companies. Credited Service is measured from July 1, 1988.
- f. Former Employees of Allied Clinical Laboratories
Service for the purposes of participation and vesting service is measured from the later of June 23, 1994 or date of hire with date of participation not earlier than January 1, 1996. Credited service is measured from the later of January 1, 1996 or date of participation.
- g. Former Employees of Med Express
Service for the purposes of participation and vesting is measured from the later of July 14, 1995 or date of hire. Credited Service is measured from date of participation.
- h. Former Employees of Nyack Hospital Laboratories
Service for purposes of participation and vesting is measured from date of hire with date of participation not earlier than May 1, 1995. Credited Service is measured from the later of May 1, 1995 or date of participation.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Sample special service provisions (continued)

- i. Former Eligible Employees of Dynacare Laboratories
Service for purposes of participation and vesting is measured from the later of July 25, 2002 or date of hire. Credited service is measured from the later of January 1, 2004 or date of participation.
- j. Former Employees of Path Lab
Service for purposes of participation and vesting is measured from the later of May 1, 2001 or date of hire. Credited service is measured from the later of July 1, 2002 or date of participation.
- k. Former Employees of Dianon Systems
Service for purposes of participation and vesting is measured from the later of January 17, 2003 or date of hire. Credited service is measured from the later of July 1, 2004 or date of participation.

Final average compensation The monthly average of the 5 consecutive calendar years' compensation out of the last 10 years that gives the highest average. For benefits accrued prior to July 1, 1995 under the Roche Biomedical Laboratories Retirement Plan (the "RBL Plan"), and for participants grandfathered under that plan formula, the monthly average is based on the highest 60 months out of the last 120 months that gives the highest average. No compensation shall be taken into account under the plan for any period after December 31, 2009.

Plan compensation Compensation includes base pay plus any compensation deferred under a Section 125 or Section 401(k) plan, including shift differentials. Compensation is limited to \$200,000 (indexed beginning in 2002) as required.

Social Security benefit This benefit is the estimated monthly amount of primary old age insurance payable at age 65. In the case of an early retirement for participants grandfathered under the National Health Laboratories Incorporated Retirement Plan (the "NHL Plan"), the estimate is based on no future earnings after retirement; otherwise, it is assumed that earnings remain level until age 65.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

Normal retirement	Age 65 and five years of employment. For grandfathered participants under the RBL Plan, normal retirement date is age 65.
Late retirement	Retirement after NRD
Early retirement	Age 55 and 10 years of vesting service.
Disability	Total and permanent disability of participant prior to normal retirement date, 3 years of vesting service required (5 years if no Hours of Service have been worked since 1/1/2008).
Deferred vested termination	A participant is 100% vested upon completion of 3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008). However, all participants become 100% vested upon reaching Normal Retirement Date.
Preretirement death	3 years of vesting service (5 years if no Hours of Service have been worked since 1/1/2008).

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370/002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Former Participants of the NHL Incorporated Employees' Retirement Plan

For benefits accrued prior to January 1, 1995 and for all grandfathered participants (age 50 and 15 Years of Vesting Service as of December 31, 1994), a monthly pension equal to the greater of (a) or (b) as follows:

- a. 52% of 1/12 of Final Average Compensation less 50% of Social Security benefit, reduced proportionately for credited service of less than 30 years. Up to 34/30 of the benefit formula can be earned based on service for employees of Revlon on October 31, 1976.
- b. The benefit determined from the minimum benefit schedule as follows:

Final Average Compensation	Monthly Minimum for Each Year of First 20 Years of Credited Service	Monthly Minimum for each Year of Credited Service From 20th to 30th Year*
\$18,000 and Over	\$24.00	\$19.50
\$17,000 - \$17,999	\$23.00	\$18.50
\$16,000 - \$16,999	\$22.00	\$17.50
\$15,000 - \$15,999	\$21.00	\$16.50
\$14,000 - \$14,999	\$20.00	\$15.50
\$13,000 - \$13,999	\$19.00	\$14.50
\$12,000 - \$12,999	\$18.00	\$13.50
\$11,000 - \$11,999	\$17.00	\$12.50
\$10,000 - \$10,999	\$16.00	\$11.50
\$9,000 - \$9,999	\$15.00	\$10.50
\$8,000 - \$8,999	\$14.00	\$9.50
\$7,000 - \$7,999	\$13.00	\$8.50
\$6,000 - \$6,999	\$12.00	\$7.50
\$5,999 and Below	\$11.00	\$6.50

*Up to the 34th year if employed by Revlon on October 31, 1976

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
 EIN / PN: 13-3757370/002
 Plan Sponsor: Laboratory Corporation of America Holdings
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

Former Participants of the Roche Biomedical Laboratories Retirement Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Vesting Service as of June 30, 1995), a monthly pension benefit equal to the greater of (a) or (b) as follows:

- a. 1.83% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 0.63% of Final Average Compensation limited to Covered Compensation multiplied by credited service not in excess of 25 years.
- b. The following benefit schedule frozen as of December 31, 1988: 2% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 2% of Primary Social Security multiplied by credited service not in excess of 25 years.

Covered Compensation is the 35-year average of the Social Security Wage Bases ending with the year the employee attains Social Security Retirement Age.

Former Participants in the CBL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the CBL Plan as of June 30, 1983 will receive the greater of (a) or (b)

- a. The sum of:
 - I. 1% of Basic Earnings Rate as of June 30, 1983 multiplied by service as of December 31, 1975.
 - II. 1.2% of Basic Earnings Rate as of June 30, 1983 multiplied by service earned from December 31, 1975 through June 30, 1983.
 - III. The RBL plan benefit based upon service measured from June 30, 1983, not in excess of 25 years.
- b. The sum of:
 - I. 1% of the greater of Earnings and Final Average Earnings multiplied by service as of December 31, 1975.
 - II. 1.2% of the greater of Earnings and Final Average Earnings multiplied by service earned from December 31, 1974 through June 30, 1983.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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SCHEDULE SB ATTACHMENTS

III. The RBL plan benefit based upon service measured from June 30, 1983 such that the sum of service considered under (i), (ii) and (iii) does not exceed 25 years.

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
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Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

In the CBL Plan, Basic Earnings Rate is defined as the highest five consecutive year average earnings rates for the participant at the date of determination, where earnings rate is defined as the participant's base salary rate on a preceding December 1st.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or before June 30, 1992 will receive a benefit (the "RCL Plan Formula") computed as follows:

- For a participant with less than 15 years of Continuous Service, the benefit is 2% of earnings less \$18 for each year of Continuous Service.
- For a participant with at least 15 years of Continuous Service, the benefit is 2.4% of Final Average Earnings less \$57.60 times years of Continuous Service not in excess of 25 years.

Former participants in the RCL Plan as of December 31, 1983 who elected to make no contributions after December 31, 1983 or former participants in the RCL Plan as of December 31, 1983 who elected to continue making contributions after December 31, 1983 and whose retirement date is on or after July 1, 1992 will receive a benefit computed as follows:

- For Continuous Service prior to the date contributions were discontinued, the amount determined under (a) or (b) above (the RCL Plan Formula). In determining whether (a) or (b) is used, all years of Continuous Service as of the participant's retirement date shall be taken into account.
- For Continuous Service after the date contributions were discontinued but prior to the completion of 25 years of Continuous Service, the RBL Plan benefit.

Former Participants in the Medlabs Plan

For benefits accrued prior to July 1, 1995 and for all grandfathered participants, (age 50 and 15 Years of Service as of June 30, 1995), former participants in the Medlabs Plan as of February 28, 1989 will receive the Medlabs Plan accrued benefit based on service and earnings to June 30, 1988 under that Plan plus the RBL plan benefit based on continuous service from July 1, 1988.

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Normal retirement (continued)

Cash Balance Formula

For all non-grandfathered participants, subsequent to December 31, 1994 for former NHL Plan participants and June 30, 1995 for former RBL Plan participants, a cash balance plan benefit based on Pay-based Credit as follows:

Pay-based Credit:

Credited Service	Pay-based Credit
0-1.99 years	2.25%
2-4.99 years	2.50%
5-9.99 years	3.00%
10-14.99 years	4.00%
15-19.99 years	5.00%
20-33.99 years	6.00%
34+ years	0.00%

Interest Credit: 4.00%.

The monthly benefit is developed by projecting the cash balance as of the end of the year of determination to Normal Retirement Date based on the interest credit rate in effect at determination, then converting to a monthly benefit using actuarial equivalence based on the applicable mortality table and the applicable interest rate defined in the IRC Section 417(e) for the year of determination.

Late retirement

If retirement occurs after the normal retirement date, the late retirement income will be the greater of:

- the benefit calculated using credited service and compensation as of the late retirement date; and
- the benefit accrued as of the normal retirement date, actuarially increased to the late retirement date.

Accrued benefit

The participant's accrued benefit at any given date is determined under the normal retirement formula(s) shown above, but is based on current credited service, final average monthly compensation, and social security benefit (subject to the plan freeze on 12/31/2009).

Former Participants in the RBL Plan

The pre-7/1/95 accrued benefit and grandfathered accrued benefit is computed in the same manner as the Normal Retirement Benefit except that Credited Service is projected to Normal Retirement Date (and then limited to 25 years). The resulting benefit is then multiplied

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Accrued benefit (continued)

by Credited Service at Termination divided by Credited Service projected to Normal Retirement Date.

Former Participants in the CBL Pension Plan

The deferred vested benefit for former participants in the CBL Pension Plan as of June 30, 1983 is the sum of the CBL Plan accrued benefit as of June 30, 1983 and the RBL Plan deferred vested benefit based on Continuous Service measured from July 1, 1983. The CBL Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the CBL Plan and the vesting percent under the CBL Plan, recognizing Service under this Plan as though it were under the CBL Plan.

Benefits may commence after the attainment of age 50.

The foregoing CBL Pension Plan benefit was frozen effective December 31, 1988.

Former Participants in the RCL Plan

The portion of the accrued benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant who would have completed less than 15 years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.
- A participant who would have completed 15 or more years of Continuous Service if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.

Former Participants in the Medlabs Plan

The deferred vested benefit for former participants in the Medlabs Plan as of February 28, 1989 is the sum of the Medlabs Plan accrued benefit as of June 30, 1988 and the RBL Plan deferred vested benefit based on Continuous Service from July 1, 1988. The Medlabs Plan accrued benefit is subject to the reduction (if any) for early commencement that would have applied under the Medlabs Plan.

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Early retirement benefit

Accrued monthly benefit as of early retirement date reduced ½% for each month benefits begin before age 65.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced 1/180th for each of the first sixty months benefits begin before Normal Retirement Date and 1/360th for each of the next sixty months.

For participants in the RCL Plan as of December 31, 1983, the portion of the Early Retirement Benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992 will be determined as follows:

- A participant with 15 or more year of Continuous Service at Early Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date but who would have completed 15 or more years if his Continuous Service had continued to his Normal Retirement Date will use part (b) of the RCL Plan Formula.
- A participant with less than 15 years of Continuous Service at Early Retirement Date and who would have completed less than 15 years if his Continuous Service had continued to his Normal Retirement Date will use part (a) of the RCL Plan Formula.

Disability benefit

For pre-1995 accrued benefits and Grandfather formula: The accrued benefit is as of the date of disability. The amount of accrued benefit is reduced for each month benefits begin before age 65 as follows: ½% for each such month after age 55 and actuarially for each such month before age 55.

For former RBL Plan participants, grandfathered benefits and benefits accrued prior to July 1, 1995 are reduced in the same manner as for the Early Retirement Benefit described above.

Cash Balance Pension Plan Benefit: Distribution of 100% of the cash balance.

Vested benefits upon termination of service

The termination benefit is equal to the vested accrued benefit, payable in the normal form, commencing at normal retirement date. Optionally, the participant may elect to receive an actuarially reduced benefit commencing prior to normal retirement date. For benefits earned under the Cash Balance Pension Plan formula, the participant may elect a distribution of their vested cash balance account.

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Death benefits for participants in active service

The participant's spouse will receive a monthly retirement income payable for life in an amount equal to 50% of the amount the participant would have received if he had survived and elected to commence receiving a retirement income at the earliest date allowed under the plan, payable under the qualified joint and 50% contingent option. For benefits earned under the Cash Balance Pension Plan formula, an immediate distribution of 50% of the account may be requested by the spouse. No benefits are payable in the event of death of an unmarried participant.

Death benefits for former participants in the RCL Plan

A former participant in the RCL Plan as of December 31, 1983 will receive a death benefit calculated only upon that portion of his retirement benefit attributable to the RBL plan benefit.

Additionally, a participant who has completed the eligibility requirements for early retirement may elect, at any time before benefit commencement, a pre-retirement death benefit for only the portion of his retirement benefit attributable to Continuous Service prior to the earlier of the discontinuance of contributions or July 1, 1992. On the death of a participant who elected this option, his spouse will receive a monthly benefit equal to 50% of the RCL Plan Formula portion of the benefits the participant would have received had he retired on the day before his death. The RCL Plan Formula portion of the benefit that participant receives at actual retirement will be reduced by .5% for each year that the election is in effect to cover the cost of this option.

As a minimum, a participant's beneficiary will receive a refund of the participant's employee contributions with interest.

Death benefits for retired former RBL plan participants

Post-retirement coverage is available to all retired participants who have an eligible spouse for benefits accrued prior to July 1, 1995 and for grandfathered participants under the RBL Plan formula. The benefit is 50% of the participant's pension (before and without regard to any adjustment for any alternative payment forms).

Each eligible child receives 40% of the amount payable to the spouse subject to an overall maximum for all children of 100% of the spouse's benefit. Payments to a child cease once he attains age 21.

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Other Plan Provisions

Normal form of retirement income The normal form of benefit is 10 years certain and life. For benefits accrued under the RBL Plan, either prior to July 1, 1995 or as a grandfathered employee, the normal form of benefit is a life only benefit.

Optional forms of retirement income in lieu of normal form The plan provides optional payment forms, including the qualified Joint and Contingent benefit for married employees and lump sum distributions, on an actuarially equivalent basis. Actuarial equivalence for this purpose is based on PPA assumptions for terminations after December 31, 2007.

Future Plan Changes

No future plan changes were recognized in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

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The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

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

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	2,117,205	15.00000	2,117,205	192,624
2. Shortfall	01/01/2023	9,214,050	14.00000	8,841,201	843,829
Total				10,958,406	1,036,453

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Schedule SB, Line 24 Change in Actuarial Assumptions

A new experience study was performed, and as a result assumed rates of retirement for Actives and Terminated Vested participants, and rates of termination, were changed to better reflect anticipated future experience.

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