

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here.▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT
1b	Three-digit plan number (PN) ▶ 007
1c	Effective date of plan 08/27/1985
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) COPELAND SCROLL COMPRESSORS LP COPELAND SCROLL COMPRESSORS LP 1675 WEST CAMPBELL ROAD SIDNEY, OH 45365
2b	Employer Identification Number (EIN) 34-4210902
2c	Plan Sponsor's telephone number 937-498-3688
2d	Business code (see instructions) 335900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	07/15/2026	LINDSEY LANZISERO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 1447
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) 366 6a(2) 353 6b 623 6c 279 6d 1255 6e 173 6f 1428 6g(1) 6g(2) 6h 22
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

1B

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

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

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025	
▶ 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 COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) ▶ 007
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 10 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	60616045	
b	Actuarial value	2b	54942118	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	803	27383114	27383114
b	For terminated vested participants	278	3837486	3837486
c	For active participants	366	9501402	9819603
d	Total	1447	40722002	41040203
4	If the plan is in at-risk status, check the box and complete lines (a) and (b): ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.37 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	428971	
b	Expected plan-related expenses	6b	434000	
c	Target normal cost	6c	862971	

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 SCOTT LESINSKI Type or print name of actuary WILLIS TOWERS WATSON US LLC Firm name 7733 FORSYTH BOULEVARD SUITE 1350 ST. LOUIS, MO 63105-3437 Address of the firm	06/19/2026 Date 26-08121 Most recent enrollment number 314-719-5900 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	7630837	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	7630837	0
10	Interest on line 9 using prior year's actual return of 19.75 %	1507090	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.26 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	9137927	0

Part III Funding Percentages

14	Funding target attainment percentage	14	111.60 %
15	Adjusted funding target attainment percentage	15	133.87 %
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	142.92 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

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

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

20 Quarterly contributions and liquidity shortfalls:

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

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

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

21 Discount rate:				
a Segment rates:	1st segment: 4.93 %	2nd segment: 5.27 %	3rd segment: 5.59 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 61
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	862971	
b Excess assets, if applicable, but not greater than line 31a	31b	862971	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

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

For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025		
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) ▶ 007	
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

WILLIS TOWERS WATSON

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 49	NONE	163316	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAPTRUST 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	NONE	159901	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28	NONE	74092	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025					
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT				B Three-digit plan number (PN) 007	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP				D Employer Identification Number (EIN) 34-4210902	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INVT FD					
b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.					
c EIN-PN 45-6138599-084		d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 683949		
a Name of MTIA, CCT, PSA, or 103-12 IE: MFO GREAT GRAY COLLECTIVE DB GROWTH					
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST CO					
c EIN-PN 82-0737797-187		d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 38123206		
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)		
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)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

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

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

For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025

A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT	B Three-digit plan number (PN) 007
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP	D Employer Identification Number (EIN) 34-4210902

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	173891	337757
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	4968610	5166679
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	15142356	14949019
(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)	37787203	38807155
(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)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	2543986	2709829

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	60616046	61970439
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		278317
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	278317
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	60616046	61692122

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)		
(B) U.S. Government securities.....	2b(1)(B)	64097	
(C) Corporate debt instruments.....	2b(1)(C)	762507	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	37801	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		864405
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	253373	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		3615810
(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)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		4733588

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3110426	
(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)		3110426
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	159901	
(6) Bank or trust company trustee/custodial fees	2i(6)	74092	
(7) Actuarial fees	2i(7)	163316	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	149777	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		547086
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3657512

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1076076
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: **GRANT THORNTON LLP**

(2) EIN: **36-6055558**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 576551.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025					
A Name of plan COPELAND CORPORATION RETIREMENT INCOME PLAN FOR EMPLOYEES IN COLLECTIVE BARGAINING UNIT				B Three-digit plan number (PN) ▶	007
C Plan sponsor's name as shown on line 2a of Form 5500 COPELAND SCROLL COMPRESSORS LP				D Employer Identification Number (EIN) 34-4210902	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 36-3046063					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	0
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A					
If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____					
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☒ Increase ☐ Decrease ☐ Both ☐ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2024 v. 240311	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: 46.4 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 45.1 %

High-Yield Debt: 0.3 % Real Assets: 1.9 % Cash or Cash Equivalents: 1.4 % Other: 4.9 %

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_____.

Financial Statements and Report of
Independent Certified Public
Accountants

**Copeland Corporation Retirement Income Plan
for Employees in Collective Bargaining Unit**

September 30, 2025 and 2024

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Plan Administrator and Plan Participants
Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit

Scope and nature of the ERISA Section 103(a)(3)(C) audit

We have performed audits of the financial statements of Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of September 30, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of September 30, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note H to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Basis for opinion

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

Responsibilities of management for the financial statements

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

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

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

Auditor's responsibilities for the audit of the financial statements

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

In performing an audit in accordance with US GAAS, we:

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

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

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

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

Other matter – supplemental schedules required by ERISA

The supplemental schedules of assets (held at end of year) as of September 30, 2025 and of reportable transactions for the year ended September 30, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such supplementary information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures. These additional procedures included 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 US GAAS. For information included in the supplemental schedules that agreed to or is derived from

the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Grant Thornton LLP

Chicago, Illinois
July 14, 2026

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

September 30,

	<u>2025</u>	<u>2024</u>
ASSETS		
Investments		
Investments, at fair value	<u>\$ 61,632,682</u>	<u>\$ 60,442,155</u>
Receivable		
Interest income	195,411	173,891
Broker	<u>142,346</u>	<u>-</u>
Total receivables	<u>337,757</u>	<u>173,891</u>
LIABILITIES		
Broker payable	<u>278,317</u>	<u>-</u>
Total assets	<u>61,692,122</u>	<u>60,616,046</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 61,692,122</u></u>	<u><u>\$ 60,616,046</u></u>

The accompanying notes are an integral part of these financial statements.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years ended September 30,

	<u>2025</u>	<u>2024</u>
Additions		
Investment income		
Net appreciation in fair value of investments	\$ 3,869,183	\$ 9,555,592
Dividend and interest income	<u>864,405</u>	<u>829,535</u>
Net investment income	4,733,588	10,385,127
Deductions		
Benefits paid directly to participants	(3,110,426)	(3,179,092)
Plan expenses	<u>(547,086)</u>	<u>(523,363)</u>
Total deductions	<u>(3,657,512)</u>	<u>(3,702,455)</u>
NET INCREASE	1,076,076	6,682,672
Net assets available for benefits at beginning of year	<u>60,616,046</u>	<u>53,933,374</u>
Net assets available for benefits at end of year	<u><u>\$ 61,692,122</u></u>	<u><u>\$ 60,616,046</u></u>

The accompanying notes are an integral part of these financial statements.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS

September 30, 2025 and 2024

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit (the "Plan") is provided for general information purposes only. Participants should refer to the Plan Documents for more complete information.

General

The Plan was a defined benefit plan sponsored by Copeland Scroll Compressors LP (the "Company") covering substantially all hourly union employees of the Sidney, Ohio location of Copeland Corporation division (the "Employer") of the Company. The Plan was amended and restated effective June 1, 2023.

Participation begins effective the date on which the employee completes 90 calendar days of employment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). The Plan's investments are held by The Northern Trust Company (the "Trustee").

Pension Benefits

Under the terms of the Plan, participants are eligible for monthly benefit payments upon reaching the normal retirement age, which is defined as being the later of the date the participant attains age 65 or completes five years of service. The Plan provides for participant vesting with five years of pension-credited service. A participant whose employment with the Employer is terminated other than by death is eligible for early retirement benefits commencing at age 55, provided the credited service of the participant is at least five years. Annual benefit payments are determined by application of a benefit rate, as set forth in the Plan, multiplied by the number of years of pension-credited service. A participant can earn a maximum of 40 years of pension-credited service.

For each calendar year commencing on or after June 1, 2023, an employee shall accrue one year of pension-credited in which they have completed at least 1,680 hours of service, provided that no more than one year of pension-credited service may be earned in any calendar year for any purpose of the Plan. If an employee is credited with fewer than 1,680 hours of service in any calendar year, they will earn one-tenth of a year of pension-credited service for each 168 hours of service they complete, and any remaining hours, if 84 or more, will count as one-tenth of a year of pension-credited service, but if fewer than 84, will not count.

A participant who retires at a normal retirement date shall receive a monthly normal retirement benefit for the participant's life or 10 years, whichever period is longer, as determined by the Plan documents.

Benefits are generally paid in the form of annuities except in the cases where a participant would qualify for a lump sum payment pursuant to the provisions of the Plan.

Vesting

Participants fully vest upon completing five years of pension-credited service. If employees terminate before vesting, they forfeit all accrued benefits.

Death and Disability Benefits

If an employee dies after becoming vested, the participant's surviving spouse shall be paid a survivor annuity for the life of the surviving spouse, equal to the annuity that would be payable to the surviving spouse under an automatic survivor benefit commencing at the date the employee would have become eligible for an early retirement benefit had the employee lived. Active employees who become totally and permanently disabled after the completion of five years of pension-credited service receive annual disability

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled.

Contributions and Funding

Contributions from Copeland are subject to Internal Revenue Service ("IRS") limitations and are based on actuarial calculations of normal cost. Copeland satisfied the minimum funding requirements of ERISA.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, the actuarial present value of accumulated benefits at the date of the financial statements, and the reported amounts of additions to and deductions from net assets during the reporting period. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated 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 C for a discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Investment income is recorded as earned. Dividends are recorded on the ex-dividend date.

Expenses

Investment management and certain administrative expenses are paid by the Plan. Expenses include Pension Benefit Guaranty Corporation ("PBGC") premiums and professional fees.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

NOTE C - FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board has issued guidance regarding the disclosure of fair value measurements. The guidance establishes a formal hierarchy and framework for measuring fair value and provides guidance on the disclosure of fair value measurements and the reliability of valuation inputs. Under the guidance, measurement assumes the transaction to sell an asset or transfer a liability occurs in the principal or at least the most advantageous market for that asset or liability. Within the hierarchy, Level 1 instruments use observable market prices for the identical item in active markets and have the most reliable valuations. Level 2 instruments are valued through broker/dealer quotations or through market-observable inputs for similar items in active markets, including forward and spot prices, interest rates and volatilities.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

Level 3 instruments are valued using inputs that are not observable in an active market, such as company-developed future cash flow estimates, and are considered the least reliable.

The following leveling table presents the fair value measurements of the Plan's investments as of September 30, 2025:

	2025				
	Level 1	Level 2	Level 3	NAV*	Total
Cash equivalents	\$ 683,949	\$ -	\$ -	\$ -	\$ 683,949
Government and corporate bonds		20,114,698		-	20,114,698
Collective trusts	-	-	-	38,123,206	38,123,206
Other	-	2,709,829	-	-	2,709,829
Total	\$ 683,949	\$ 22,824,527	\$ -	\$ 38,123,206	\$ 61,631,682

The following table presents the fair value measurements as of September 30, 2024:

	2024				
	Level 1	Level 2	Level 3	NAV*	Total
Cash equivalents	\$ 947,472	\$ -	\$ -	\$ -	\$ 947,472
Government and corporate bonds	-	20,110,968	-	-	20,110,968
Collective trusts	-	-	-	36,839,731	36,839,731
Other	-	2,543,984	-	-	2,543,984
Total	\$ 947,472	\$ 22,654,952	\$ -	\$ 36,839,731	\$ 60,442,155

* Certain investments that are measured at fair value using the net asset value ("NAV") per share practical expedient (or its equivalent) have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

Fair value of the Plan's investments at September 30, 2025 and 2024 are described as follows:

Cash Equivalents: Valued at cost plus any accrued interest. This investment, a short-term investment, is classified within Level 1 of the fair value hierarchy.

Government and Corporate Bonds: Government bonds represent investment-grade instruments issued by federal, state and local governments, primarily in the United States. Corporate bonds represent investment-grade debt of issuers primarily from the United States. High-yield bonds include non-investment-grade debt from a diverse group of developed market issuers. Debt securities categorized as Level 2 assets are generally valued based on independent broker/dealer bids or by comparison to other debt securities having similar durations, yields and credit ratings.

Other: Represents various assets within the portfolio, including certain asset-backed securities and collateralized loan obligations. Debt securities categorized as Level 2 assets are generally valued based on independent broker/dealer bids or by comparison to other debt securities having similar durations, yields and credit ratings.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

Collective Trust: Valued at the NAV of units held by the Plan. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. There are no redemption restrictions or unfunded commitments.

NOTE D - PLAN TERMINATION AND PBGC MATTERS

Copeland has not expressed any intention to terminate the Plan. However, in the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder and the Plan document.

Should the Plan be terminated at some future time, all participants become 100% vested in benefits earned as of the termination date.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivors' pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations.

Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

Whether all participants receive their benefits should the Plan be terminated at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

NOTE E - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died, and (3) present employees of their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and 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 significant actuarial assumptions used in the valuations as of September 30, 2024 and 2023, are as follows:

Discount rate	5.06% in 2024; 6.07% in 2023
Mortality	Pri-2012 projected back to 2012, using Scale MP-2021 in 2024 and 2023;
Retirement age	Varies by age between 55 and 69 with 100% retired by age 70 in 2024 and 2023

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

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

The actuarial present value of accumulated plan benefits as of September 30, 2024, is as follows:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Active employees	\$ 10,188,473
Participants with deferred benefits	4,180,754
Participants receiving benefits	<u>27,981,982</u>
Total vested benefits	42,351,209
Non-vested benefits	<u>338,728</u>
Total actuarial present value of accumulated plan benefits	<u><u>\$ 42,689,937</u></u>

The change in the actuarial present value of accumulated plan benefits for the year ended September 30, 2024, consist of the following:

Actuarial present value of accumulated plan benefits, September 30, 2023	\$ 37,817,801
Increase (decrease) during the year attributable to	
Benefits accumulated	415,079
Actuarial gain	1,288,305
Increase for interest due to the decrease in discount period	2,225,671
Benefits paid	(3,179,092)
Change in actuarial assumption	<u>4,122,173</u>
Net increase	<u>4,872,136</u>
Actuarial present value of accumulated plan benefits, September 30, 2024	<u><u>\$ 42,689,937</u></u>

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 computations of the actuarial present value of accumulated plan benefits were made as of October 1, 2024 and 2023. Had the valuations been performed as of September 30, 2024 and 2023, there would be no material difference.

NOTE F - INCOME TAX STATUS

The IRS has determined and informed the Company by a letter dated September 20, 2016, that the Plan was designed in accordance with the applicable regulations of the Internal Revenue Code ("IRC"). The Plan has been restated effective June 1, 2023, since receiving the determination letter; however, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and that the Plan continues to be tax exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. The Plan Administrator has analyzed the tax 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 audits by taxing jurisdictions; however, there are currently no audits for any periods in progress.

NOTE G - RISKS AND UNCERTAINTIES

The Plan's investments are exposed to various risks, such as interest rate, credit and overall market volatility risks. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of investments 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 and may impact the funded position of the Plan. As a result, the Plan may require additional funding in subsequent years.

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

NOTE H - INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified that the following data included in the accompanying financial statements is complete and accurate:

- Investments, at fair value as shown in the statements of net assets available for benefits as of September 30, 2025 and 2024.
- Investment income, as shown in the statements of changes in net assets available for benefits for the years ended September 30, 2025 and 2024.
- Schedule of assets (held at end of year) as of September 30, 2025.
- Schedule of reportable transactions for the year ended September 30, 2025.

NOTE I - PARTIES-IN-INTEREST

The Plan's investments are held by the Trustee. The Trustee charges fees for the management of the account. Fees charged by the Trustee are ordinary and customary. These fees qualify as permitted party-in-interest transactions under ERISA.

Certain investments of the Plan are managed by the Trustee. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transactions rules under ERISA.

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

September 30, 2025 and 2024

NOTE J - SUBSEQUENT EVENTS

Plan management evaluated events subsequent to September 30, 2025 and through July 14, 2026, the date on which the financial statements were available to be issued. Plan management is not aware of any subsequent events that would require recognition or disclosure in the accompanying financial statements

SUPPLEMENTAL SCHEDULES

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	UNITED STATES OF AMER TREAS BONDS 4.125% 08-15-2044	Government Bonds	\$ 182,873	\$ 181,000
	UNITED STATES OF AMER TREAS BONDS 4.625%02-15-2055	Government Bonds	57,019	58,978
	UNITED STATES OF AMER TREAS NOTES 4.25% 05-15-2035	Government Bonds	108,681	111,014
	UNITED STATES OF AMER TREAS NOTES DTD 4.625% 02-15-2035	Government Bonds	112,059	114,314
	UNITED STATES OF AMER TREAS NOTES 3.375%09-15-2028	Government Bonds	94,354	94,354
	UNITED STATES OF AMER TREAS NOTES 3.875% 10-15-2027	Government Bonds	64,799	65,320
	UNITED STATES OF AMER TREAS NOTES 3.875%03-31-2027	Government Bonds	70,120	70,208
	UNITED STATES TREAS BDS DTD 00305 4.75% 05-15-2054	Government Bonds	148,036	132,638
	UNITED STATES TREAS NTS DTD 09/30/2025 3.625% 09-30-2030	Government Bonds	59,742	59,695
	UNITED STATES TREAS SEC STRIP 02-15-2046	Government Bonds	270,073	277,818
	UNITED STATES TREAS SEC STRIP DISC NT 02-15-2049	Government Bonds	225,241	224,309
	UNITED STATES TREAS SEC STRIP 0.0% 08-15-2054	Government Bonds	271,696	273,421
	UNITED STATES TREAS SEC STRIP 0% STRIP 02-15-2048	Government Bonds	214,858	215,635
	UNITED STATES TREAS SEC STRIP 0% 02-15-2054	Government Bonds	137,885	146,297
	UNITED STATES TREAS SEC STRIP 0% 05-15-2054	Government Bonds	239,485	211,763
	UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT 02-15-2045 (UNDDATE) REG	Government Bonds	330,427	342,159
	UNITED STATES TREASURY NOTE 4% 05-31-2030	Government Bonds	209,805	212,461
	UNITED STATES TREASURY NOTE/BOND 3.875% 05-31-2027	Government Bonds	164,504	165,574
	US TREASURY N/B 4.75% 05-15-2055	Government Bonds	78,324	80,250
	US TREASURY N/B 5.0% T-BOND 05-15-2045	Government Bonds	75,639	77,883
	UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 02-15-2050	Government Bonds	229,422	225,757
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2044	Government Bonds	378,994	395,401
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2047	Government Bonds	380,922	376,344
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2051	Government Bonds	209,177	199,081
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2052	Government Bonds	135,671	123,559
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2053	Government Bonds	180,636	152,015
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2055	Government Bonds	224,606	238,262
	UTD STATES TREAS ZERO CPN 0% DUE 05-15-2055	Government Bonds	59,074	59,148
	UTD STATES TREAS ZERO CPN 0% DUE 11-15-2054	Government Bonds	226,404	236,679
	PRIVATE EXPT FDG CORP 4.6% 02-15-2034	Government Bonds	45,029	45,342
	BHP BILLITON FIN USA LTD 4.9% 02-28-2033	Corporate Bonds	87,494	91,977
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	Corporate Bonds	213,400	222,142
	CANADIAN NATL RY CO 3.65% 02-03-2048	Corporate Bonds	97,014	96,423
	MANULIFE FINL CORP 4.061% DUE 02-24-2032	Corporate Bonds	130,125	139,009
	TORONTO DOMINION BK 4.456% 06-08-2032	Corporate Bonds	88,098	94,928
	TRANSCANADA 4.1% DUE 04-15-2030	Corporate Bonds	92,226	93,610
	PVTPL BNP PARIBAS 3.052% 01-13-2031	Corporate Bonds	167,800	188,142
	TOTALENERGIES CAP 4.724% 09-10-2034	Corporate Bonds	64,593	65,434
	PVTPL SIEMENS FUNDING BV 5.9% 05-28-2065	Corporate Bonds	66,586	70,477
	AERCAP IRELAND CAP / GLOBA 3.0% DUE 10-29-2028	Corporate Bonds	97,719	101,188
	PVTPL ENEL FIN INTL N V BNDS 3.5% DUE 04-06-2028 BEO	Corporate Bonds	113,731	122,721
	STATOIL ASA 3.95 DUE 05-15-2043	Corporate Bonds	86,137	89,285
	ASTRAZENECA PLC NT 3% 05-28-2051	Corporate Bonds	38,964	37,922
	NATWEST GROUP PLC 1.642% 06-14-2027	Corporate Bonds	70,751	78,487
	ABBVIE INC 5.2% 03-15-2035	Corporate Bonds	84,811	87,970
	ALEXANDRIA REAL ESTATE EQUITIES 2.95% 03-15-2034	Corporate Bonds	44,867	47,501
	ALLSTATE CORP 4.2% DUE 12-15-2046	Corporate Bonds	123,965	134,156
	ALPHABET INC 5.3% 05-15-2065	Corporate Bonds	74,369	74,627
	AMAZON COM INC 2.5% DUE 06-03-2050	Corporate Bonds	169,391	166,797
	AMEREN ILL CO 3.7% 12-01-2047	Corporate Bonds	205,057	211,056
	AMERICAN ELECTRIC POWER CO INC 5.75% DUE11-01-2027 B	Corporate Bonds	100,709	103,241
	AMERICAN EXPRESS CO 5.282% 07-27-2029	Corporate Bonds	116,395	118,608
	AMERICAN HONDA FINANCE 5.85% 10-04-2030	Corporate Bonds	36,361	37,210
	AMERICAN TOWER CORP 2.75% DUE 01-15-2027	Corporate Bonds	177,491	191,554
	AMERN HONDA FIN 4.4% DUE 09-05-2029	Corporate Bonds	64,922	65,341
	ANTHEM INC NT 4.1% 05-15-2032	Corporate Bonds	174,903	184,567
	APPLE INC 4.375% DUE 05-13-2045	Corporate Bonds	287,960	289,472
	ARES CAP CORP 7.0% 01-15-2027	Corporate Bonds	20,029	20,587
	ARTHUR J GALLAGHER & CO 5.15% 02-15-2035	Corporate Bonds	73,843	75,887
	AT&T INC 4.9% 11-01-2035 CUSIP: 00206RNC2	Corporate Bonds	49,910	49,610
	AVALONBAY CMNTYS 5.35% 06-01-2034	Corporate Bonds	163,854	166,448
	BANK OF AMERICA CORPORATION 2.087% 06-14-2029	Corporate Bonds	127,177	142,084
	BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG	Corporate Bonds	93,020	95,799
	BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	Corporate Bonds	123,148	126,277
	BLACKSTONE PVT CR 2.625% DUE 12-15-2026	Corporate Bonds	90,155	102,525
	BORGWARNER INC 4.95% 08-15-2029	Corporate Bonds	116,329	117,415
	BOSTON GAS CO 3.001% DUE 08-01-2029	Corporate Bonds	110,414	124,111
	BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032	Corporate Bonds	145,264	158,695

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BRIGHTHOUSE FINL INC 3.7% 06-22-2027	Corporate Bonds	\$ 57,332	\$ 59,249
	BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043	Corporate Bonds	122,942	127,830
	CAPITAL ONE FINL CORP SR NT FIXED / FLTG4.927% 05-10-2028	Corporate Bonds	125,847	131,338
	CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030	Corporate Bonds	83,529	92,947
	CHUBB INA HLDGS INC 5.0% 03-15-2034	Corporate Bonds	91,204	92,285
	CIGNA CORP NEW 2.4% DUE 03-15-2030	Corporate Bonds	81,157	88,608
	CISCO SYS INC 5.05% 02-26-2034	Corporate Bonds	14,985	15,515
	CISCO SYS INC 5.5% DUE 01-15-2040	Corporate Bonds	112,064	114,850
	CITIGROUP INC FIXED 2.666% DUE 01-29-2031	Corporate Bonds	120,202	134,789
	COMCAST CORP NEW 3.4% DUE 07-15-2046	Corporate Bonds	82,308	83,237
	COMCAST CORP NEW 4.25% DUE 01-15-2033	Corporate Bonds	216,435	230,220
	COMWLTH EDISON CO 3.7% DUE 03-01-2045	Corporate Bonds	107,007	120,381
	CONAGRA BRANDS INC 1.375% DUE 11-01-2027	Corporate Bonds	137,028	150,720
	CONOCOPHILLIPS 5.3% 05-15-2053	Corporate Bonds	99,891	100,093
	CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG	Corporate Bonds	112,599	118,979
	CONSUMERS ENERGY CO 5.05% 05-15-2035	Corporate Bonds	14,945	15,260
	COREBRIDGE FINL INC 6.875% 12-15-2052	Corporate Bonds	163,464	164,075
	CORPORATE OFFICE PPTYS L P 2.0% 01-15-2027	Corporate Bonds	112,466	125,096
	CVS HEALTH CORP 1.75% DUE 08-21-2030	Corporate Bonds	101,435	114,109
	DEERE JOHN CAPITAL CORP 5.05% 06-12-2034	Corporate Bonds	94,415	97,959
	DELL INTL L L C / 4.75% 04-01-2028	Corporate Bonds	15,012	15,220
	DTE ELEC CO 2.25% DUE 03-01-2030	Corporate Bonds	88,912	96,888
	DTE ELEC CO 2.95% DUE 03-01-2050	Corporate Bonds	104,570	111,223
	DUKE ENERGY CORP 4.3% DUE 03-15-2028	Corporate Bonds	100,623	105,488
	DUKE ENERGY IND 3.75% DUE 05-15-2046	Corporate Bonds	92,021	98,608
	EASTERN ENERGY GAS HOLDINGS LLC 5.8% 01-15-2035	Corporate Bonds	96,156	99,945
	ELI LILLY AND COMPANY 3.95% 03-15-2049	Corporate Bonds	63,731	65,088
	EMERSON ELEC CO 5.25% DUE 11-15-2039	Corporate Bonds	30,950	30,560
	ENERGY TRANSFER L P 6.4% 12-01-2030	Corporate Bonds	59,059	59,610
	ENTERGY TEX INC 5.25% 04-15-2035	Corporate Bonds	94,592	97,362
	ENTERPRISE PRODS OPER LLC 4.6% 01-15-2031	Corporate Bonds	74,862	75,778
	EPR PPTYS 4.75% DUE 12-15-2026	Corporate Bonds	10,004	10,024
	EVERSOURCE ENERGY 2.9% 03-01-2027	Corporate Bonds	68,124	73,658
	EXXON MOBIL CORP 3.095% DUE 08-16-2049	Corporate Bonds	51,669	52,157
	FL PWR & LT CO 5.25% DUE 02-01-2041	Corporate Bonds	154,131	160,545
	GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040	Corporate Bonds	148,490	155,422
	GEN MOTORS FINL CO 4.3% DUE 04-06-2029	Corporate Bonds	153,881	168,749
	GEORGIA PWR CO 4.95% 05-17-2033	Corporate Bonds	127,556	132,612
	GILEAD SCIENCES 4% DUE 09-01-2036	Corporate Bonds	56,744	60,473
	GOLDMAN SACHS GROUP INC 1.992% DUE 01-27-2032 REG	Corporate Bonds	210,530	242,669
	HALEON US CAPITAL LLC 3.625% 03-24-2032	Corporate Bonds	144,562	156,361
	HCA INC 5.2% 06-01-2028	Corporate Bonds	112,185	112,656
	HOME DEPOT INC 4.5% DUE 12-06-2048	Corporate Bonds	140,050	140,619
	HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054	Corporate Bonds	120,414	115,502
	INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040	Corporate Bonds	102,609	111,207
	JOHNSON & JOHNSON 3.5% 01-15-2048	Corporate Bonds	91,723	90,093
	JOHNSON & JOHNSON 3.55% DUE 03-01-2036	Corporate Bonds	53,937	54,951
	JPMORGAN CHASE & CO 3.882% 07-24-2038	Corporate Bonds	248,841	265,610
	KINDER MORGAN INC DEL SR NT 5.1% 08-01-2029	Corporate Bonds	71,589	71,936
	LOCKHEED MARTIN CORP 4.09% 09-15-2052	Corporate Bonds	23,777	24,209
	LPL HLDGS INC 5.2% DUE 03-15-2030	Corporate Bonds	110,303	112,328
	MFRS & TRADERS TR CO BK 3.4% 08-17-2027	Corporate Bonds	192,818	211,784
	MICROSOFT CORP 2.525% DUE 06-01-2050 BEO	Corporate Bonds	112,745	113,953
	MIDAMERICAN ENERGY 4.8% DUE 09-15-2043	Corporate Bonds	119,732	124,546
	MORGAN STANLEY 1.928% DUE 04-28-2032	Corporate Bonds	63,881	69,818
	MOTOROLA SOLUTIONS INC 5.4% 04-15-2034	Corporate Bonds	44,923	46,645
	MPLX LP 5.4% 04-01-2035	Corporate Bonds	58,752	60,489
	NATIONAL RURAL UTILS COOP FIN CORP BD 5.8% 01-15-2033	Corporate Bonds	50,998	53,641
	NATIONAL RURAL UTILS COOP FIN CORP 3.9% DUE 11-01-2028 REG	Corporate Bonds	164,194	174,132
	NEVADA PWR CO 3.7% DUE 05-01-2029	Corporate Bonds	108,439	118,064
	NORFOLK SOUTHN CORP SR NT 5.1% 05-01-2035	Corporate Bonds	14,975	15,315
	NSTAR ELECTRIC CO 5.2% 03-01-2035	Corporate Bonds	34,895	35,666
	O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031	Corporate Bonds	89,323	100,237
	OGE ENERGY CORP 5.45% 05-15-202	Corporate Bonds	98,176	98,677
	OMNICOM GROUP INC SR NT 2.6% 08-01-2031	Corporate Bonds	101,350	112,686
	ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049	Corporate Bonds	115,454	117,620
	ORACLE CORP 6.5% DUE 04-15-2038	Corporate Bonds	99,656	98,693
	PACIFIC GAS & ELEC CO 1ST MTG BD 3% 06-15-2028	Corporate Bonds	14,145	14,461

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	PAYPAL HLDGS INC 5.15% 06-01-2034	Corporate Bonds	\$ 70,457	\$ 72,176
	PEPSICO INC 2.875% DUE 10-15-2049	Corporate Bonds	52,119	53,688
	PFIZER INVESTMENT ENTER 5.3% 05-19-2053	Corporate Bonds	170,429	169,118
	PHILIP MORRIS INTL 4.75% DUE 11-01-2031	Corporate Bonds	108,207	111,886
	PLAINS ALL AMER PIPELINE 4.7% 01-15-2031	Corporate Bonds	14,980	15,032
	PNC BK N A PITTSBURGH PA MEDIUM TERM SUB4.05% DUE 07-26-2028	Corporate Bonds	155,307	169,572
	PROLOGIS L P 5.0% 03-15-2034	Corporate Bonds	115,509	116,849
	PRUDENTIAL FINL 3% DUE 03-10-2040	Corporate Bonds	72,854	77,986
	PUB SVC ELEC GAS CO SECD 3.95 DUE 05-01-2042 REG	Corporate Bonds	86,111	92,471
	PVPTL DELTA AIR LINES/SKYMILES 4.75% DUE 10-20-2028	Corporate Bonds	120,908	120,675
	PVTPL CAMERON LNG LLC 2.902% 07-15-2031	Corporate Bonds	113,496	123,170
	PVTPL GA GLOBAL FDG TR 5.5% 04-01-2032	Corporate Bonds	35,086	35,920
	PVTPL HYUNDAI CAPITAL AMERICA 5.68% 06-26-2028	Corporate Bonds	133,387	139,341
	PVTPL MARS INC 5.8% 05-01-2065	Corporate Bonds	63,589	66,279
	PVTPL MET LIFE GLOB FUNDING I 3.05% DUE 06-17-2029	Corporate Bonds	83,078	91,130
	PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050	Corporate Bonds	113,216	117,033
	PVTPL PENSKE TRUCK LEASING CO L P/PTL FIN CO 1.7% DUE 06-15-2026 BEO	Corporate Bonds	62,098	68,704
	REALTY INCOME CORP 5.125% 04-15-2035	Corporate Bonds	44,375	45,760
	SIMON PPTY GROUP L 3.8% DUE 07-15-2050	Corporate Bonds	63,901	68,885
	SOUTHERN CALIF EDISON 4.875% 02-01-2027	Corporate Bonds	105,172	105,606
*	SOUTHWEST AIRLS CO 5.125% DUE 06-15-2027/06-08-2020 REG	Corporate Bonds	35,330	35,423
	STATE STR CORP FLTGT RT 5.159% DUE 05-18-2034	Corporate Bonds	114,393	119,135
	SUNOCO LOGISTICS 3.9% DUE 07-15-2026	Corporate Bonds	61,829	64,864
	T-MOBILE USA INC 5.125% 05-15-2032	Corporate Bonds	24,971	25,729
	T-MOBILE USA INC 5.15%	Corporate Bonds	78,946	81,838
	TRAVELERS COS INC 4.05% DUE 03-07-2048	Corporate Bonds	61,984	66,148
	U S BANCORP 2.215% 01-27-2028	Corporate Bonds	121,721	121,778
	UNITEDHEALTH GROUP 4.625% DUE 07-15-2035	Corporate Bonds	218,520	226,823
	UTD PARCEL SVC INC 3.75% 11-15-2047	Corporate Bonds	106,167	105,246
	VENTAS REALTY LP 5.1% 07-15-2032	Corporate Bonds	54,688	56,283
	VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG	Corporate Bonds	181,091	192,930
	VICI PROPERTIES LP 5.125% 11-15-2031	Corporate Bonds	79,488	81,170
	VIRGINIA ELEC & PWR CO 5.3% 08-15-2033	Corporate Bonds	108,568	114,084
	VULCAN MATERIALS CO 5.35% 12-01-2034	Corporate Bonds	9,989	10,315
	WALMART INC 4.05% DUE 06-29-2048 REG	Corporate Bonds	162,057	168,580
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS TRANCHE # TR 00155 4.3% DUE 07-22-2027	Corporate Bonds	222,951	235,827
	WELLTOWER INC 2.8% DUE 06-01-2031 BEO	Corporate Bonds	39,072	41,381
	WILLIAMS COMPANIES INC 4.625% 06-30-2030	Corporate Bonds	45,377	45,383
	BBCMS MTG TR 2023-C22 COML MTG PASS THRUCTF CL 7.1308% 11-15-2056	Other	72,205	77,627
	BMO 2023-C7 MTG TR 6.16% DUE 12-15-2056	Other	123,599	129,276
	BMO 2025-C12 MTG TR MTG PASS THRU CTF CLA-S 6.1951% 06-15-2058	Other	61,800	64,535
	CMO UBS COML MTG TR 2017-C3 SER 2017-C3 CLS B 08-15-2050	Other	100,977	105,058
	HSTN GALLERIA MALL 5.643912% DUE 02-05-2045	Other	100,000	103,399
	PVTPL CMO IRV TRUST SR 25-200P CL C VAR RT 03-14-2047	Other	100,000	99,322
	PVTPL CMO SFAVE COML MTG CTF CL A-2B VAR RT DUE 01-05-2043	Other	223,562	244,327
	SLG OFFICE TR 2.5854% DUE 07-15-2041	Other	167,781	177,768
	WELLS FARGO COML 3.438% DUE 07-15-2048	Other	92,281	98,138
	DRIVE AUTO RECEIVABLES TRUST SR 24-2 CL D 4.94% 05-17-2032	Other	84,984	85,343
	FLAGSHIP CR AUTO 3.64% DUE 03-15-2028	Other	87,226	90,739
	PVTPL CPS AUTO RECEIVABLES TR 2023-C NT CL D 144A 6.77% DUE 10-15-2029 BEO	Other	180,031	179,648
	PVTPL CPS AUTO TRUST SER 24-A CL C 5.74% 04-15-2030	Other	210,591	212,262
	PVTPL DRIVE AUTO RECEIVABLES TRUST SR 25-S1 CL R1 6.04% 06-16-2029	Other	80,985	81,843
	PVTPL KATAYMA CLO I LTD/KATAYMA CLO I LLC SER 23-1A CL A1 FLTGT 10-20-2036	Other	150,000	150,464
	PVTPL SANTANDER DR AUTO RECEIVABLES TR 8.14% SR 23-S1 CL R1 04-18-2028	Other	114,050	114,156
	PVTPL ZAYO ISSUER LLC SR 25-3A CL A2 5.57% 10-20-2055	Other	65,000	65,398
	SANTANDER DR AUTO 6.43% DUE 02-18-2031	Other	249,150	249,575
	WESTLAKE 5.08% DUE 05-15-2031	Other	79,998	80,643
	BREAN AST BACKED 4.5% DUE 03-25-2078	Other	175,539	203,244
	BREAN AST BACKED 4.5% DUE 07-25-2065	Other	96,289	97,064
	NT COLLECTIVE SHORT TERM INVT FD	Cash Equivalents	683,949	683,949
	MFO GREAT GRAY COLLECTIVE INVT TR DB GROWTH PORTFOLIO INSTL	Collective Trust	27,775,032	38,123,206
			<u>\$ 50,518,305</u>	<u>\$ 61,632,682</u>

* Party-in-interest.

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year ended September 30, 2025

EIN 34-4210902 PLAN #: 007

Series of Transactions

Trans Count	Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Expenses Included With Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain
165	NT Collective Short Term Investment Fund	Cash Equivalents	\$ 6,682,967	\$ -	\$ -	\$ 6,682,967	\$ 6,682,967	\$ -
109	NT Collective Short Term Investment Fund	Cash Equivalents	-	6,946,490	-	6,946,490	6,946,490	-
3	MFO Great Gray Collective Invt Tr Db Growth Portfolio Inst	Collective Trust	\$ -	\$ 3,119,000	\$ -	\$ 2,512,903	\$ 3,119,000	\$ 606,097

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 10/01/2024 and ending 09/30/2025	
▶ 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 Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit	B Three-digit plan number (PN) ▶ 007
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Copeland Scroll Compressors LP	D Employer Identification Number (EIN) 34-4210902
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 10 Day 01 Year 2024			
2	Assets:			
a	Market value	2a	60,616,045	
b	Actuarial value	2b	54,942,118	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	803	27,383,114	27,383,114
b	For terminated vested participants	278	3,837,486	3,837,486
c	For active participants	366	9,501,402	9,819,603
d	Total	1,447	40,722,002	41,040,203
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.37%	
6	Target normal cost			
a	Present value of current plan year accruals	6a	428,971	
b	Expected plan-related expenses	6b	434,000	
c	Target normal cost	6c	862,971	

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

SIGN HERE Scott Lesinski <i>SL</i> Signature of actuary	June 19, 2026 Date 2608121 Most recent enrollment number 314-719-5900 Telephone number (including area code)
Scott Lesinski Type or print name of actuary Willis Towers Watson US LLC Firm name 7733 Forsyth Boulevard Suite 1350 St. Louis MO 63105-3437 Address of the firm	

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)	7,630,837	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	7,630,837	0
10 Interest on line 9 using prior year's actual return of <u>19.75%</u>	1,507,090	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.26%</u>		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	9,137,927	0

Part III	Funding Percentages	
14 Funding target attainment percentage	14	111.60 %
15 Adjusted funding target attainment percentage	15	133.87 %
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	142.92 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

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

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

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost		
21	Discount rate:		
a	Segment rates:	1st segment: 4.93 % 2nd segment: 5.27 % 3rd segment: 5.59 %	☐ N/A, full yield curve used
b	Applicable month (enter code).....	21b	4
22	Weighted average retirement age	22	61
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	862,971
b	Excess assets, if applicable, but not greater than line 31a	31b	862,971
32	Amortization installments:	Outstanding Balance	Installment
a	Net shortfall amortization installment	0	0
b	Waiver amortization installment	0	0
33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33
34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34
			0
35	Balances elected for use to offset funding requirement	0	0
36	Additional cash requirement (line 34 minus line 35).....		36
37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37
38	Present value of excess contributions for current year (see instructions)		
a	Total (excess, if any, of line 37 over line 36)	38a	0
b	Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0
39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39
40	Unpaid minimum required contributions for all years		40
Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)		
41	If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021		

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Copeland Scroll Compressors LP
EIN/PN	34-4210902/007
Plan Name	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
Valuation Date	October 1, 2024
Enrolled Actuary	Scott Lesinski
Enrollment Number	26-08121

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, Part V Summary of Plan Provisions

Plan Name

Copeland Hourly

Plan Provisions

Plan Effective	08/27/1985
Last Change Effective	June 7, 2025
Type of Plan	Flat Dollar
Normal Form	10 Year Certain and Continuous
Plan Eligibility	First of month following 90 Days of Service
Credited Service	From Date of Employment - Max 40 Years
Pension Earnings	N/A
EE Contributions	None
Class	Union Employees Represented by IUE Locals 769 and 625

Accumulated Benefit (AB)

One of (A), (B) or (C), dependent on job classification, less Accrued Benefit at Purchase Date:

Effective Date	(A) Tier One	(B) Tier Two	(C) Tier Three
06/01/2011	261	180	141.60
06/01/2012	267	186	141.60
06/01/2014	273	192	141.60
06/01/2015	279	198	141.60
06/01/2016	285	204	141.60
06/01/2017	291	210	141.60
06/01/2018	297	216	141.60
06/01/2020	303	222	141.60
06/01/2021	309	228	
06/01/2022	315	234	
06/01/2024	321	240	
06/07/2025	327	246	
06/06/2026	333	246	
06/07/2027	339	246	

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2024

SCHEDULE SB ATTACHMENTS

Benefit	Age	Cont Svc	Description
Normal Retirement	65	5	AB, payable immediately
Early (ERB)	55	5	AB, reduced by 6% per year for the first three years, then reduced by 4% per year
Postponed	>65	-	AB, including service to actual retirement
Vesting	-	5	AB, payable at NRD
Severance	-	5	Not eligible for vesting lump sum of \$50*Credited Service limited to 10 years
Disability			
• Immediate	-	5	AB at disablement, payable until NRD (reduced by certain Worker's Compensation amounts)
• Deferred	-	-	N/A
Pre Ret Death	55	5	50% of ERB, reduced for J&S, payable for life of spouse
	-	5	50% of the earliest ERB, reduced by J&S, deferred to date first eligible to retire, payable for life of spouse

Optional Forms of Payment

In addition to the normal form of payment, based on the plan provisions, participants are eligible to elect the following optional forms of payment:

Life Annuity	Annuity payable for the participant's lifetime.
Certain and Life Annuity	Annuity payable for the participant's lifetime with payments upon the participant's death payable to the beneficiary for the remaining certain period.
Joint and Survivor Annuity	Annuity payable for the participant's lifetime and upon participant's death, an annuity payable to the beneficiary based on the percentage elected.
Social Security Level Income	Annuity payable for the participant's lifetime adjusted to provide a level annuity payment pre and post Social Security eligibility to provide a level retirement income for life.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
 EIN / PN: 34-4210902/007
 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 1, 2024

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Changes in Plan Provision Since Prior Year

Plan provisions were updated to reflect the current year changes in the Internal Revenue Code maximums on benefits and pay and additional multiplier changes adopted June 2025, June 2026 and June 2027.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective
Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2024

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month June 2024
- Interest rate basis 3-Segment Rates

Interest rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.93%	4.93%
• Second segment rate	5.27%	5.27%
• Third segment rate	5.59%	5.26%
• Effective interest rate	5.37%	

Annual rates of increase

- Compensation: N/A
- Future Social Security wage bases 3.00%

Plan-related expenses	\$434,000
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Plan Name:	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN:	34-4210902/007
Plan Sponsor:	Copeland Scroll Compressors LP
Valuation Date:	October 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
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 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	Same as described above for Healthy Mortality
Termination	Rates varying by age and service, per 1,000 participants as follows:

Representative Termination Rates

Percentage leaving during the year					
Years of Service					
Attained Age	0-1	1-3	3-4	4-5	5+
20	200	180	150	150	160
25	200	180	150	120	140
30	200	180	150	120	120
35	200	180	150	120	110
40	200	180	150	120	110
45	200	180	150	120	110
50	200	180	150	120	110
55	200	180	150	120	110
60	200	180	150	120	110
65	-	-	-	-	-

Plan Name:	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN:	34-4210902/007
Plan Sponsor:	Copeland Scroll Compressors LP
Valuation Date:	October 1, 2024

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Disability

Rates at which participants become disabled varying by age and gender, per 1,000 participants as follows:

Percentage becoming disabled during the year		
Age	Males	Females
39 or less	0.68	0.82
40-44	1.41	2.38
45-49	2.70	3.29
50-54	5.11	4.72
55-59	9.28	7.18
60-64	12.42	8.14

Retirement

Rates varying by age.

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age, per 1,000 participants as follows:

Percentage retiring during the year	
Age	Rate
55-58	100
59-60	120
61	150
62-64	200
65	300
66-69	350
70	1,000

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit Age 65
- Disability benefit Upon disablement
- Retirement benefit Upon termination of employment

Form of payment

Single: Participants are assumed to elect a 10 years certain and life annuity.

Married: 90% of married participants are assumed to elect 50% Joint Survivor Annuity and the remaining 10% are assumed to elect the 10 years certain and life as described in plan provisions.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
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Percent married	80%
Spouse age	Wife three years younger than husband.
Covered pay	N/A
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.74% for the prior year and 5.92% for the second prior year (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). 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

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
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bias to produce an actuarial value of assets that is below the market value of assets.

Benefits not valued	All benefits described in the Plan Provisions section of this report were valued
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Sources of Data and Other Information

WTW used asset data supplied by the trustee. Copeland Corporation furnished participant data as of October 1, 2024. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any errors or omissions 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.
Plan-related expenses	Plan related expenses are estimated based on the anticipated costs to be paid from the trust during the upcoming year. These expenses include but are not limited to expected premiums payable to the PBGC, as well as actuarial, accounting, legal, administrative, and trustee fees. All such expense are projected and incorporated into the expense calculation to ensure accurate financial planning and compliance with regulatory standards.
Rate of Increase in Compensation	N/A

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality	For ASC 960, assumptions were selected by the plan sponsor and, as required by U.S. GAAP represents a best estimate of future experience. Assumptions used for funding purposes are as prescribed by IRC §430(h).
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Plan Name:	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
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We believe the assumptions do not significantly conflict with what would be reasonable because they reflect recent experience, and are adjusted to reflect the plan sponsor's expectations regarding future mortality improvement.

Termination

Termination rates were based on actual plan experience through Fiscal 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Assumed termination rates differ by age and service because of observed differences in termination rates by service.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Retirement

Retirement rates were based on actual plan experience through Fiscal 2021, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.

Retirement rates differ by age because of observed differences in retirement rates by age.

For the reasons discussed above, we believe the assumptions selected do not significantly conflict with what would be reasonable.

Commencement Dates

Commencement dates were based on an annual high-level review of experience, including considerations of 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 not significantly conflict with what would be reasonable.

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Valuation Date: October 1, 2024

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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.

Changes in Assumptions and Methods

Change in assumptions since prior valuation

The segment interest rates used to calculate the funding target and normal cost were updated from an applicable month of June 2023 to June 2024 as required by IRC §430.

The mortality table used to calculate the funding target was updated to reflect the latest mortality improvement scale as required by guidance issued by the IRS under IRC §430 and was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by the IRS under IRC §430

The assumed plan-related expenses amount added to the normal cost was updated to reflect the amount expected to be paid during the plan year beginning October 1, 2024.

Change in methods since prior valuation

The mortality table used for disabled lives was changed from the alternative disabled life mortality tables as defined under Revenue Ruling 96-7 to the same table that is used for healthy lives.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
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Plan Sponsor: Copeland Scroll Compressors LP
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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24 Change in Actuarial Assumptions

- The assumed plan-related expenses added to the target normal cost were updated to reflect the amount expected to be paid during the plan year beginning October 1st.

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective
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Schedule SB, Line 26a Schedule of Active Participant Data as of October 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	1	21	1	0	0	0	0	0	0	0	23
25-29	4	18	14	3	0	0	0	0	0	0	39
30-34	7	9	9	2	1	0	0	0	0	0	28
35-39	3	11	17	2	6	0	0	0	0	0	39
40-44	2	11	8	1	6	1	1	0	0	0	30
45-49	0	17	5	2	6	4	6	1	0	0	41
50-54	2	17	11	4	2	3	3	12	1	0	55
55-59	4	12	16	2	3	0	4	7	5	0	53
60-64	0	7	10	0	4	1	5	6	4	0	37
65-69	0	3	2	0	0	3	1	3	1	2	15
70 & over	0	1	3	0	0	0	0	0	0	2	6
Total	23	127	96	16	28	12	20	29	11	4	366

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

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
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 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 1, 2024

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Schedule SB, Line 25 Change in Method

Effective for the plan year beginning October 1, 2024, the mortality assumption for disabled participants was changed from the alternative disabled life mortality tables described in Revenue Ruling 96-7 to the same mortality table used for non-disabled participants.

Plan Name:	Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN:	34-4210902/007
Plan Sponsor:	Copeland Scroll Compressors LP
Valuation Date:	October 1, 2024

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

The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

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	0.10	1,000	1.000000	0.100000	5.500000
56	0.10	900	0.900000	0.090000	5.040000
57	0.10	810	0.810000	0.081000	4.617000
58	0.10	729	0.729000	0.072900	4.228200
59	0.12	656	0.656100	0.078732	4.645188
60	0.12	577	0.577368	0.069284	4.157050
61	0.15	508	0.508084	0.076213	4.648967
62	0.20	432	0.431871	0.086374	5.355204
63	0.20	345	0.345497	0.069099	4.353262
64	0.20	276	0.276398	0.055280	3.537889
65	0.30	221	0.221118	0.066335	4.311803
66	0.35	155	0.154783	0.054174	3.575479
67	0.35	101	0.100609	0.035213	2.359275
68	0.35	65	0.065396	0.022888	1.556417
69	0.35	43	0.042507	0.014878	1.026549
70	1.00	28	0.027630	0.027630	1.934077
Average age at retirement					60.846360
Rounded for Schedule SB item 22					61

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
 EIN / PN: 34-4210902/007
 Plan Sponsor: Copeland Scroll Compressors LP
 Valuation Date: October 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	87,737	37,350	2,897,677	3,022,764
2025	221,043	79,794	2,813,367	3,114,204
2026	312,975	90,262	2,724,341	3,127,578
2027	400,334	102,536	2,624,077	3,126,947
2028	473,497	113,727	2,518,627	3,105,851
2029	530,361	122,988	2,416,498	3,069,847
2030	577,249	130,413	2,309,645	3,017,307
2031	617,187	145,388	2,195,106	2,957,681
2032	651,890	170,559	2,077,963	2,900,412
2033	681,387	194,777	1,958,501	2,834,665
2034	697,991	223,825	1,839,375	2,761,191
2035	708,431	252,862	1,723,004	2,684,297
2036	723,871	273,945	1,606,124	2,603,940
2037	737,382	297,180	1,489,394	2,523,956
2038	744,582	318,967	1,373,519	2,437,068
2039	746,959	328,715	1,259,239	2,334,913
2040	750,818	343,735	1,147,312	2,241,865
2041	760,338	357,664	1,038,495	2,156,497
2042	767,253	356,302	933,533	2,057,088
2043	766,735	356,258	833,136	1,956,129
2044	766,643	356,338	737,952	1,860,933
2045	760,837	352,922	648,547	1,762,306
2046	745,326	350,418	565,381	1,661,125
2047	732,023	348,813	488,788	1,569,624
2048	717,727	348,693	418,975	1,485,395
2049	700,227	350,790	356,010	1,407,027
2050	687,331	356,467	299,829	1,343,627
2051	675,225	356,777	250,254	1,282,256
2052	657,208	352,372	207,000	1,216,580
2053	638,607	346,851	169,694	1,155,152
2054	621,017	339,183	137,887	1,098,087
2055	596,638	329,197	111,086	1,036,921
2056	569,315	317,334	88,768	975,417
2057	543,154	306,290	70,401	919,845
2058	516,259	295,120	55,468	866,847
2059	495,908	282,248	43,466	821,622
2060	477,941	266,541	33,933	778,415
2061	454,398	251,706	26,446	732,550
2062	432,203	236,815	20,631	689,649
2063	410,058	222,292	16,160	648,510
2064	385,080	208,061	12,756	605,897
2065	361,171	193,077	10,185	564,433
2066	339,612	178,610	8,259	526,481

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2024

SCHEDULE SB ATTACHMENTS

2067	318,551	164,663	6,822	490,036
2068	296,824	151,333	5,755	453,912
2069	275,721	138,707	4,962	419,390
2070	255,316	126,859	4,371	386,546
2071	236,220	115,699	3,927	355,846
2072	218,201	105,238	3,590	327,029
2073	201,236	95,438	3,330	300,004

Plan Name: Copeland Corporation Retirement Income Plan for Employees in Collective
Bargaining Unit
EIN / PN: 34-4210902/007
Plan Sponsor: Copeland Scroll Compressors LP
Valuation Date: October 1, 2024

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	UNITED STATES OF AMER TREAS BONDS 4.125% 08-15-2044	Government Bonds	\$ 182,873	\$ 181,000
	UNITED STATES OF AMER TREAS BONDS 4.625%02-15-2055	Government Bonds	57,019	58,978
	UNITED STATES OF AMER TREAS NOTES 4.25% 05-15-2035	Government Bonds	108,681	111,014
	UNITED STATES OF AMER TREAS NOTES DTD 4.625% 02-15-2035	Government Bonds	112,059	114,314
	UNITED STATES OF AMER TREAS NOTES 3.375%09-15-2028	Government Bonds	94,354	94,354
	UNITED STATES OF AMER TREAS NOTES 3.875% 10-15-2027	Government Bonds	64,799	65,320
	UNITED STATES OF AMER TREAS NOTES 3.875%03-31-2027	Government Bonds	70,120	70,208
	UNITED STATES TREAS BDS DTD 00305 4.75% 05-15-2054	Government Bonds	148,036	132,638
	UNITED STATES TREAS NTS DTD 09/30/2025 3.625% 09-30-2030	Government Bonds	59,742	59,695
	UNITED STATES TREAS SEC STRIP 02-15-2046	Government Bonds	270,073	277,818
	UNITED STATES TREAS SEC STRIP DISC NT 02-15-2049	Government Bonds	225,241	224,309
	UNITED STATES TREAS SEC STRIP 0.0% 08-15-2054	Government Bonds	271,696	273,421
	UNITED STATES TREAS SEC STRIP 0% STRIP 02-15-2048	Government Bonds	214,858	215,635
	UNITED STATES TREAS SEC STRIP 0% 02-15-2054	Government Bonds	137,885	146,297
	UNITED STATES TREAS SEC STRIP 0% 05-15-2054	Government Bonds	239,485	211,763
	UNITED STATES TREAS SEC STRIPPED INT PMTINT PMT 02-15-2045 (UNDDATE) REG	Government Bonds	330,427	342,159
	UNITED STATES TREASURY NOTE 4% 05-31-2030	Government Bonds	209,805	212,461
	UNITED STATES TREASURY NOTE/BOND 3.875% 05-31-2027	Government Bonds	164,504	165,574
	US TREASURY N/B 4.75% 05-15-2055	Government Bonds	78,324	80,250
	US TREASURY N/B 5.0% T-BOND 05-15-2045	Government Bonds	75,639	77,883
	UTD STATES TREAS SEC STRIPPED INT GENERIC TINT PMT 0% 02-15-2050	Government Bonds	229,422	225,757
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2044	Government Bonds	378,994	395,401
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2047	Government Bonds	380,922	376,344
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2051	Government Bonds	209,177	199,081
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2052	Government Bonds	135,671	123,559
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2053	Government Bonds	180,636	152,015
	UTD STATES TREAS ZERO CPN 0% DUE 02-15-2055	Government Bonds	224,606	238,262
	UTD STATES TREAS ZERO CPN 0% DUE 05-15-2055	Government Bonds	59,074	59,148
	UTD STATES TREAS ZERO CPN 0% DUE 11-15-2054	Government Bonds	226,404	236,679
	PRIVATE EXPT FDG CORP 4.6% 02-15-2034	Government Bonds	45,029	45,342
	BHP BILLITON FIN USA LTD 4.9% 02-28-2033	Corporate Bonds	87,494	91,977
	ANHEUSER BUSCH INBEV WORLDWIDE INC 5.45% 01-23-2039	Corporate Bonds	213,400	222,142
	CANADIAN NATL RY CO 3.65% 02-03-2048	Corporate Bonds	97,014	96,423
	MANULIFE FINL CORP 4.061% DUE 02-24-2032	Corporate Bonds	130,125	139,009
	TORONTO DOMINION BK 4.456% 06-08-2032	Corporate Bonds	88,098	94,928
	TRANSCANADA 4.1% DUE 04-15-2030	Corporate Bonds	92,226	93,610
	PVTPL BNP PARIBAS 3.052% 01-13-2031	Corporate Bonds	167,800	188,142
	TOTALENERGIES CAP 4.724% 09-10-2034	Corporate Bonds	64,593	65,434
	PVTPL SIEMENS FUNDING BV 5.9% 05-28-2065	Corporate Bonds	66,586	70,477
	AERCAP IRELAND CAP / GLOBA 3.0% DUE 10-29-2028	Corporate Bonds	97,719	101,188
	PVTPL ENEL FIN INTL N V BNDS 3.5% DUE 04-06-2028 BEO	Corporate Bonds	113,731	122,721
	STATOIL ASA 3.95 DUE 05-15-2043	Corporate Bonds	86,137	89,285
	ASTRAZENECA PLC NT 3% 05-28-2051	Corporate Bonds	38,964	37,922
	NATWEST GROUP PLC 1.642% 06-14-2027	Corporate Bonds	70,751	78,487
	ABBVIE INC 5.2% 03-15-2035	Corporate Bonds	84,811	87,970
	ALEXANDRIA REAL ESTATE EQUITIES 2.95% 03-15-2034	Corporate Bonds	44,867	47,501
	ALLSTATE CORP 4.2% DUE 12-15-2046	Corporate Bonds	123,965	134,156
	ALPHABET INC 5.3% 05-15-2065	Corporate Bonds	74,369	74,627
	AMAZON COM INC 2.5% DUE 06-03-2050	Corporate Bonds	169,391	166,797
	AMEREN ILL CO 3.7% 12-01-2047	Corporate Bonds	205,057	211,056
	AMERICAN ELECTRIC POWER CO INC 5.75% DUE11-01-2027 B	Corporate Bonds	100,709	103,241
	AMERICAN EXPRESS CO 5.282% 07-27-2029	Corporate Bonds	116,395	118,608
	AMERICAN HONDA FINANCE 5.85% 10-04-2030	Corporate Bonds	36,361	37,210
	AMERICAN TOWER CORP 2.75% DUE 01-15-2027	Corporate Bonds	177,491	191,554
	AMERN HONDA FIN 4.4% DUE 09-05-2029	Corporate Bonds	64,922	65,341
	ANTHEM INC NT 4.1% 05-15-2032	Corporate Bonds	174,903	184,567
	APPLE INC 4.375% DUE 05-13-2045	Corporate Bonds	287,960	289,472
	ARES CAP CORP 7.0% 01-15-2027	Corporate Bonds	20,029	20,587
	ARTHUR J GALLAGHER & CO 5.15% 02-15-2035	Corporate Bonds	73,843	75,887
	AT&T INC 4.9% 11-01-2035 CUSIP: 00206RNC2	Corporate Bonds	49,910	49,610
	AVALONBAY CMNTYS 5.35% 06-01-2034	Corporate Bonds	163,854	166,448
	BANK OF AMERICA CORPORATION 2.087% 06-14-2029	Corporate Bonds	127,177	142,084
	BANK OF AMERICA CORPORATION 2.676% DUE 06-19-2041/06-19-2020 REG	Corporate Bonds	93,020	95,799
	BERKSHIRE HATHAWAY 4.3% DUE 05-15-2043	Corporate Bonds	123,148	126,277
	BLACKSTONE PVT CR 2.625% DUE 12-15-2026	Corporate Bonds	90,155	102,525
	BORGWARNER INC 4.95% 08-15-2029	Corporate Bonds	116,329	117,415
	BOSTON GAS CO 3.001% DUE 08-01-2029	Corporate Bonds	110,414	124,111
	BP CAP MKTS AMER INC SR GTD NT 2.721% 01-12-2032	Corporate Bonds	145,264	158,695

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BRIGHTHOUSE FINL INC 3.7% 06-22-2027	Corporate Bonds	\$ 57,332	\$ 59,249
	BURLINGTON NORTHN SANTA FE LLC 5.15 09-01-2043	Corporate Bonds	122,942	127,830
	CAPITAL ONE FINL CORP SR NT FIXED / FLTG4.927% 05-10-2028	Corporate Bonds	125,847	131,338
	CENTERPOINT ENERGY RES CORP 1.75% DUE 10-01-2030	Corporate Bonds	83,529	92,947
	CHUBB INA HLDGS INC 5.0% 03-15-2034	Corporate Bonds	91,204	92,285
	CIGNA CORP NEW 2.4% DUE 03-15-2030	Corporate Bonds	81,157	88,608
	CISCO SYS INC 5.05% 02-26-2034	Corporate Bonds	14,985	15,515
	CISCO SYS INC 5.5% DUE 01-15-2040	Corporate Bonds	112,064	114,850
	CITIGROUP INC FIXED 2.666% DUE 01-29-2031	Corporate Bonds	120,202	134,789
	COMCAST CORP NEW 3.4% DUE 07-15-2046	Corporate Bonds	82,308	83,237
	COMCAST CORP NEW 4.25% DUE 01-15-2033	Corporate Bonds	216,435	230,220
	COMWLTH EDISON CO 3.7% DUE 03-01-2045	Corporate Bonds	107,007	120,381
	CONAGRA BRANDS INC 1.375% DUE 11-01-2027	Corporate Bonds	137,028	150,720
	CONOCOPHILLIPS 5.3% 05-15-2053	Corporate Bonds	99,891	100,093
	CONS EDISON CO N Y INC 4.45 DUE 03-15-2044 REG	Corporate Bonds	112,599	118,979
	CONSUMERS ENERGY CO 5.05% 05-15-2035	Corporate Bonds	14,945	15,260
	COREBRIDGE FINL INC 6.875% 12-15-2052	Corporate Bonds	163,464	164,075
	CORPORATE OFFICE PPTYS L P 2.0% 01-15-2027	Corporate Bonds	112,466	125,096
	CVS HEALTH CORP 1.75% DUE 08-21-2030	Corporate Bonds	101,435	114,109
	DEERE JOHN CAPITAL CORP 5.05% 06-12-2034	Corporate Bonds	94,415	97,959
	DELL INTL L L C / 4.75% 04-01-2028	Corporate Bonds	15,012	15,220
	DTE ELEC CO 2.25% DUE 03-01-2030	Corporate Bonds	88,912	96,888
	DTE ELEC CO 2.95% DUE 03-01-2050	Corporate Bonds	104,570	111,223
	DUKE ENERGY CORP 4.3% DUE 03-15-2028	Corporate Bonds	100,623	105,488
	DUKE ENERGY IND 3.75% DUE 05-15-2046	Corporate Bonds	92,021	98,608
	EASTERN ENERGY GAS HOLDINGS LLC 5.8% 01-15-2035	Corporate Bonds	96,156	99,945
	ELI LILLY AND COMPANY 3.95% 03-15-2049	Corporate Bonds	63,731	65,088
	EMERSON ELEC CO 5.25% DUE 11-15-2039	Corporate Bonds	30,950	30,560
	ENERGY TRANSFER L P 6.4% 12-01-2030	Corporate Bonds	59,059	59,610
	ENTERGY TEX INC 5.25% 04-15-2035	Corporate Bonds	94,592	97,362
	ENTERPRISE PRODS OPER LLC 4.6% 01-15-2031	Corporate Bonds	74,862	75,778
	EPR PPTYS 4.75% DUE 12-15-2026	Corporate Bonds	10,004	10,024
	EVERSOURCE ENERGY 2.9% 03-01-2027	Corporate Bonds	68,124	73,658
	EXXON MOBIL CORP 3.095% DUE 08-16-2049	Corporate Bonds	51,669	52,157
	FL PWR & LT CO 5.25% DUE 02-01-2041	Corporate Bonds	154,131	160,545
	GEN DYNAMICS CORP FIXED 4.25% DUE 04-01-2040	Corporate Bonds	148,490	155,422
	GEN MOTORS FINL CO 4.3% DUE 04-06-2029	Corporate Bonds	153,881	168,749
	GEORGIA PWR CO 4.95% 05-17-2033	Corporate Bonds	127,556	132,612
	GILEAD SCIENCES 4% DUE 09-01-2036	Corporate Bonds	56,744	60,473
	GOLDMAN SACHS GROUP INC 1.992% DUE 01-27-2032 REG	Corporate Bonds	210,530	242,669
	HALEON US CAPITAL LLC 3.625% 03-24-2032	Corporate Bonds	144,562	156,361
	HCA INC 5.2% 06-01-2028	Corporate Bonds	112,185	112,656
	HOME DEPOT INC 4.5% DUE 12-06-2048	Corporate Bonds	140,050	140,619
	HONEYWELL INTERNATIONAL INC 5.25% 03-01-2054	Corporate Bonds	120,414	115,502
	INTERCONTINENTAL EXCHANGE INC 2.65% 09-15-2040	Corporate Bonds	102,609	111,207
	JOHNSON & JOHNSON 3.5% 01-15-2048	Corporate Bonds	91,723	90,093
	JOHNSON & JOHNSON 3.55% DUE 03-01-2036	Corporate Bonds	53,937	54,951
	JPMORGAN CHASE & CO 3.882% 07-24-2038	Corporate Bonds	248,841	265,610
	KINDER MORGAN INC DEL SR NT 5.1% 08-01-2029	Corporate Bonds	71,589	71,936
	LOCKHEED MARTIN CORP 4.09% 09-15-2052	Corporate Bonds	23,777	24,209
	LPL HLDGS INC 5.2% DUE 03-15-2030	Corporate Bonds	110,303	112,328
	MFRS & TRADERS TR CO BK 3.4% 08-17-2027	Corporate Bonds	192,818	211,784
	MICROSOFT CORP 2.525% DUE 06-01-2050 BEO	Corporate Bonds	112,745	113,953
	MIDAMERICAN ENERGY 4.8% DUE 09-15-2043	Corporate Bonds	119,732	124,546
	MORGAN STANLEY 1.928% DUE 04-28-2032	Corporate Bonds	63,881	69,818
	MOTOROLA SOLUTIONS INC 5.4% 04-15-2034	Corporate Bonds	44,923	46,645
	MPLX LP 5.4% 04-01-2035	Corporate Bonds	58,752	60,489
	NATIONAL RURAL UTILS COOP FIN CORP BD 5.8% 01-15-2033	Corporate Bonds	50,998	53,641
	NATIONAL RURAL UTILS COOP FIN CORP 3.9% DUE 11-01-2028 REG	Corporate Bonds	164,194	174,132
	NEVADA PWR CO 3.7% DUE 05-01-2029	Corporate Bonds	108,439	118,064
	NORFOLK SOUTHN CORP SR NT 5.1% 05-01-2035	Corporate Bonds	14,975	15,315
	NSTAR ELECTRIC CO 5.2% 03-01-2035	Corporate Bonds	34,895	35,666
	O REILLY AUTOMOTIVE INC NEW 1.75% 03-15-2031	Corporate Bonds	89,323	100,237
	OGE ENERGY CORP 5.45% 05-15-202	Corporate Bonds	98,176	98,677
	OMNICOM GROUP INC SR NT 2.6% 08-01-2031	Corporate Bonds	101,350	112,686
	ONCOR ELEC DELIVERY CO LLC CORP 3.8% 06-01-2049	Corporate Bonds	115,454	117,620
	ORACLE CORP 6.5% DUE 04-15-2038	Corporate Bonds	99,656	98,693
	PACIFIC GAS & ELEC CO 1ST MTG BD 3% 06-15-2028	Corporate Bonds	14,145	14,461

**Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit**

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - CONTINUED

September 30, 2025

EIN 34-4210902, PLAN #: 007

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	PAYPAL HLDGS INC 5.15% 06-01-2034	Corporate Bonds	\$ 70,457	\$ 72,176
	PEPSICO INC 2.875% DUE 10-15-2049	Corporate Bonds	52,119	53,688
	PFIZER INVESTMENT ENTER 5.3% 05-19-2053	Corporate Bonds	170,429	169,118
	PHILIP MORRIS INTL 4.75% DUE 11-01-2031	Corporate Bonds	108,207	111,886
	PLAINS ALL AMER PIPELINE 4.7% 01-15-2031	Corporate Bonds	14,980	15,032
	PNC BK N A PITTSBURGH PA MEDIUM TERM SUB4.05% DUE 07-26-2028	Corporate Bonds	155,307	169,572
	PROLOGIS L P 5.0% 03-15-2034	Corporate Bonds	115,509	116,849
	PRUDENTIAL FINL 3% DUE 03-10-2040	Corporate Bonds	72,854	77,986
	PUB SVC ELEC GAS CO SECD 3.95 DUE 05-01-2042 REG	Corporate Bonds	86,111	92,471
	PVPTL DELTA AIR LINES/SKYMILES 4.75% DUE 10-20-2028	Corporate Bonds	120,908	120,675
	PVTPL CAMERON LNG LLC 2.902% 07-15-2031	Corporate Bonds	113,496	123,170
	PVTPL GA GLOBAL FDG TR 5.5% 04-01-2032	Corporate Bonds	35,086	35,920
	PVTPL HYUNDAI CAPITAL AMERICA 5.68% 06-26-2028	Corporate Bonds	133,387	139,341
	PVTPL MARS INC 5.8% 05-01-2065	Corporate Bonds	63,589	66,279
	PVTPL MET LIFE GLOB FUNDING I 3.05% DUE 06-17-2029	Corporate Bonds	83,078	91,130
	PVTPL NEW YORK LIFE INS CO 3.75% DUE 05-15-2050	Corporate Bonds	113,216	117,033
	PVTPL PENSKE TRUCK LEASING CO L P/PTL FIN CO 1.7% DUE 06-15-2026 BEO	Corporate Bonds	62,098	68,704
	REALTY INCOME CORP 5.125% 04-15-2035	Corporate Bonds	44,375	45,760
	SIMON PPTY GROUP L 3.8% DUE 07-15-2050	Corporate Bonds	63,901	68,885
	SOUTHERN CALIF EDISON 4.875% 02-01-2027	Corporate Bonds	105,172	105,606
*	SOUTHWEST AIRLS CO 5.125% DUE 06-15-2027/06-08-2020 REG	Corporate Bonds	35,330	35,423
	STATE STR CORP FLTGT RT 5.159% DUE 05-18-2034	Corporate Bonds	114,393	119,135
	SUNOCO LOGISTICS 3.9% DUE 07-15-2026	Corporate Bonds	61,829	64,864
	T-MOBILE USA INC 5.125% 05-15-2032	Corporate Bonds	24,971	25,729
	T-MOBILE USA INC 5.15%	Corporate Bonds	78,946	81,838
	TRAVELERS COS INC 4.05% DUE 03-07-2048	Corporate Bonds	61,984	66,148
	U S BANCORP 2.215% 01-27-2028	Corporate Bonds	121,721	121,778
	UNITEDHEALTH GROUP 4.625% DUE 07-15-2035	Corporate Bonds	218,520	226,823
	UTD PARCEL SVC INC 3.75% 11-15-2047	Corporate Bonds	106,167	105,246
	VENTAS REALTY LP 5.1% 07-15-2032	Corporate Bonds	54,688	56,283
	VERIZON COMMUNICATIONS 4.4% DUE 11-01-2034 REG	Corporate Bonds	181,091	192,930
	VICI PROPERTIES LP 5.125% 11-15-2031	Corporate Bonds	79,488	81,170
	VIRGINIA ELEC & PWR CO 5.3% 08-15-2033	Corporate Bonds	108,568	114,084
	VULCAN MATERIALS CO 5.35% 12-01-2034	Corporate Bonds	9,989	10,315
	WALMART INC 4.05% DUE 06-29-2048 REG	Corporate Bonds	162,057	168,580
	WELLS FARGO & CO NEW MEDIUM TERM SR NTS TRANCHE # TR 00155 4.3% DUE 07-22-2027	Corporate Bonds	222,951	235,827
	WELLTOWER INC 2.8% DUE 06-01-2031 BEO	Corporate Bonds	39,072	41,381
	WILLIAMS COMPANIES INC 4.625% 06-30-2030	Corporate Bonds	45,377	45,383
	BBCMS MTG TR 2023-C22 COML MTG PASS THRUCTF CL 7.1308% 11-15-2056	Other	72,205	77,627
	BMO 2023-C7 MTG TR 6.16% DUE 12-15-2056	Other	123,599	129,276
	BMO 2025-C12 MTG TR MTG PASS THRU CTF CLA-S 6.1951% 06-15-2058	Other	61,800	64,535
	CMO UBS COML MTG TR 2017-C3 SER 2017-C3 CLS B 08-15-2050	Other	100,977	105,058
	HSTN GALLERIA MALL 5.643912% DUE 02-05-2045	Other	100,000	103,399
	PVTPL CMO IRV TRUST SR 25-200P CL C VAR RT 03-14-2047	Other	100,000	99,322
	PVTPL CMO SFAVE COML MTG CTF CL A-2B VAR RT DUE 01-05-2043	Other	223,562	244,327
	SLG OFFICE TR 2.5854% DUE 07-15-2041	Other	167,781	177,768
	WELLS FARGO COML 3.438% DUE 07-15-2048	Other	92,281	98,138
	DRIVE AUTO RECEIVABLES TRUST SR 24-2 CL D 4.94% 05-17-2032	Other	84,984	85,343
	FLAGSHIP CR AUTO 3.64% DUE 03-15-2028	Other	87,226	90,739
	PVTPL CPS AUTO RECEIVABLES TR 2023-C NT CL D 144A 6.77% DUE 10-15-2029 BEO	Other	180,031	179,648
	PVTPL CPS AUTO TRUST SER 24-A CL C 5.74% 04-15-2030	Other	210,591	212,262
	PVTPL DRIVE AUTO RECEIVABLES TRUST SR 25-S1 CL R1 6.04% 06-16-2029	Other	80,985	81,843
	PVTPL KATAYMA CLO I LTD/KATAYMA CLO I LLC SER 23-1A CL A1 FLTGT 10-20-2036	Other	150,000	150,464
	PVTPL SANTANDER DR AUTO RECEIVABLES TR 8.14% SR 23-S1 CL R1 04-18-2028	Other	114,050	114,156
	PVTPL ZAYO ISSUER LLC SR 25-3A CL A2 5.57% 10-20-2055	Other	65,000	65,398
	SANTANDER DR AUTO 6.43% DUE 02-18-2031	Other	249,150	249,575
	WESTLAKE 5.08% DUE 05-15-2031	Other	79,998	80,643
	BREAN AST BACKED 4.5% DUE 03-25-2078	Other	175,539	203,244
	BREAN AST BACKED 4.5% DUE 07-25-2065	Other	96,289	97,064
	NT COLLECTIVE SHORT TERM INVT FD	Cash Equivalents	683,949	683,949
	MFO GREAT GRAY COLLECTIVE INVT TR DB GROWTH PORTFOLIO INSTL	Collective Trust	27,775,032	38,123,206
			<u>\$ 50,518,305</u>	<u>\$ 61,632,682</u>

* Party-in-interest.

Copeland Corporation Retirement Income Plan for
Employees in Collective Bargaining Unit

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year ended September 30, 2025

EIN 34-4210902 PLAN #: 007

Series of Transactions

Trans Count	Identity of Party Involved	Description of Assets	Purchase Price	Selling Price	Expenses Included With Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain
165	NT Collective Short Term Investment Fund	Cash Equivalents	\$ 6,682,967	\$ -	\$ -	\$ 6,682,967	\$ 6,682,967	\$ -
109	NT Collective Short Term Investment Fund	Cash Equivalents	-	6,946,490	-	6,946,490	6,946,490	-
3	MFO Great Gray Collective Invt Tr Db Growth Portfolio Inst	Collective Trust	\$ -	\$ 3,119,000	\$ -	\$ 2,512,903	\$ 3,119,000	\$ 606,097