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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1987

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)
DANFOSS POWER SOLUTIONS US COMPANY

2800 EAST 13TH STREET
AMES, IA 50010

2b Employer Identification Number (EIN)
42-1345015

2c Plan Sponsor's telephone number
515-239-6000

2d Business code (see instructions)
333610

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2026	JOEL RINDERKNECHT
	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

DANFOSS POWER SOLUTIONS US COMPANY

2800 EAST 13TH STREET
AMES, IA 50010

3b Administrator's EIN
42-1345015

3c Administrator's telephone number
515-239-6000

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**	2648
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	889
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	723
b	Retired or separated participants receiving benefits	**6b**	1055
c	Other retired or separated participants entitled to future benefits	**6c**	832
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2610
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	184
f	Total. Add lines **6d** and **6e**.	**6f**	2794
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	12
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 Characteristic Codes in the instructions:

1A 1C 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic 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

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

a Pension Schedules

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

b General Schedules

- **(1)** ☒ **H** (Financial Information)
- **(2)** ☐ **I** (Financial Information – Small Plan)
- **(3)** ☐ **A** (Insurance Information) – Number Attached 0
- **(4)** ☒ **C** (Service Provider Information)
- **(5)** ☐ **D** (DFE/Participating Plan Information)
- **(6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANFOSS POWER SOLUTIONS US COMPANY

D Employer Identification Number (EIN)
42-1345015

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	150716505
b Actuarial value	**2b**	150014357

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	1010	103256675	103256675
b For terminated vested participants	785	20156657	20156657
c For active participants	889	26591478	27652850
d Total	2684	150004810	151066182

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**	5.32 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1464111
b Expected plan-related expenses	**6b**	281000
c Target normal cost	**6c**	1745111

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

10/01/2026
Date

MARK A. HENDRICKS
Type or print name of actuary

26-05452
Most recent enrollment number

MERCER
Firm name

816-556-4800
Telephone number (including area code)

2405 GRAND BLVD., SUITE 900
KANSAS CITY, MO 64108
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	9554735
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1635000
9	Amount remaining (line 7 minus line 8)	0	7919735
10	Interest on line 9 using prior year's actual return of 3.92 %	0	310454
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		3295164
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 5.13 %		85166
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		64092
c	Total available at beginning of current plan year to add to prefunding balance		3444422
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	8230189

Part III Funding Percentages

14	Funding target attainment percentage	14	93.85 %
15	Adjusted funding target attainment percentage	15	93.85 %
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	100.43 %
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: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used
b Applicable month (enter code)			**21b**	
22 Weighted average retirement age			**22**	62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] 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. [X] Yes [ ] No

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

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	1745111
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	9282014	855511
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**	2600622

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2600622	2600622

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 [X] 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DANFOSS POWER SOLUTIONS US COMPANY

D Employer Identification Number (EIN)
42-1345015

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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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)

SEI INVESTMENTS COMPANY

23-1707341

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	301975	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

STATE STREET BANK AND TRUST

04-1867445

(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?
25	NONE	90426	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

MERCER

13-2834414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	NONE	37336	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

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

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 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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DANFOSS POWER SOLUTIONS US COMPANY

D Employer Identification Number (EIN)
42-1345015

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3500000	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1003306	1368408
(2) U.S. Government securities	1c(2)	14107038	18006194
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(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)	132141955	154496530
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	150752299	173871132
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	150752299	173871132

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)	0	
(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)	16825	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		16825
(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)	10007568	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		10007568
(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)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	7700807	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		7700807

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(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)		0
c Other income	2c		-1300479
d Total income. Add all **income** amounts in column (b) and enter total	2d		16424721
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11335374	
(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)		11335374
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)	37336	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	301975	
(6) Bank or trust company trustee/custodial fees	2i(6)	90426	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	280657	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		710394
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		12045768
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		4378953
l Transfers of assets:			
(1) To this plan	2l(1)		18739880
(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) [X] 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) [X] 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: UHY LLP **(2)** EIN: 20-0694403

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.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 586062.

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

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DANFOSS POWER SOLUTIONS US COMPANY

D Employer Identification Number (EIN)
42-1345015

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): 04-1867445

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 | 43

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ Yes ☒ No ☐ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) 6a

b Enter the amount contributed by the employer to the plan for this plan year 6b

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) 6c

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

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

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

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ 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: 28.8 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 64.4 %
High-Yield Debt: 6.0 % Real Assets: 0.0 % Cash or Cash Equivalents: 0.8 % Other: 0.0 %

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

AUDITED FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULES

Years Ended December 31, 2025 and 2024

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administration Committee
Danfoss Power Solutions Employees' Retirement Plan

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

We have performed audits of the financial statements of Danfoss Power Solutions Employees' Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, 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 December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 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 (GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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 GAAP.

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 schedule of assets (held at end of year) as of December 31, 2025 and schedule of reportable transactions for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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



West Des Moines, Iowa
October 2, 2026

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2025	2024
Assets		
Investments, at fair value:		
Short Term Investment Fund	$ 1,368,408	$ 1,003,306
Mutual funds	154,496,530	132,141,955
U.S. government securities	18,006,194	14,107,038
Total investments, at fair value	173,871,132	147,252,299
Employer contributions receivable	-	3,500,000
Total assets and net assets available for benefits	$ 173,871,132	$ 150,752,299

See accompanying notes.

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Years Ended December 31,	
	2025	2024
Additions		
Investment income (loss):		
Dividends and interest	$ 10,024,393	$ 9,649,948
Net appreciation (depreciation) in fair value of investments	6,400,328	(3,465,103)
Total investment income	16,424,721	6,184,845
Contributions from employer	-	3,500,000
Total additions	16,424,721	9,684,845
Deductions		
Benefits paid	11,335,374	11,579,588
Professional and administrative fees	710,394	718,969
Total deductions	12,045,768	12,298,557
Net increase (decrease) in net assets available for benefits	4,378,953	(2,613,712)
Transfers in	18,739,880	-
Net assets available for benefits beginning of year	150,752,299	153,366,011
Net assets available for benefits end of year	$ 173,871,132	$ 150,752,299

See accompanying notes.

NOTE 1 — DESCRIPTION OF PLAN

The following description of the Danfoss Power Solutions Employees' Retirement Plan (the Plan), provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

General

The Plan is a defined benefit plan, which covers persons regularly employed by Danfoss Power Solutions (US) Company and certain related corporations (collectively, the Company). Prior to January 1, 2018, employees began participation in the Plan following six months of service with the Company, and became 100% vested at the completion of three years of qualifying service. Persons covered by any collective bargaining agreement that included retirement benefits, as a subject of the good faith bargaining effort, are excluded from coverage under the Plan.

The Plan was amended to freeze further accumulation of benefits by Cash Balance Employees, as defined in the Plan, effective January 1, 2018. Participants continue to be entitled to benefits earned prior to December 31, 2017. Participants who did not meet the definition of a Cash Balance Employee continue to accrue benefits under the final average pay formula.

Effective August 1, 2021, the Plan was amended to cover certain Danfoss Power Solutions II, LLC (DPS II) employees that were part of the Eaton Hydraulics asset purchase. New benefits began accruing as of August 3, 2021 for specific identifiable groups, which are detailed in amendments to the Plan document. The Plan remains closed to new DPS II employees, with the exception of Eden Prairie collective bargaining employees. During 2025, the Company closed its Eden Prairie facility.

Plan Merger

On December 31, 2025 (the Merger Date), the Danfoss Power Solutions (LaSalle) and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, and its Local Union No. 285 (LRP), was merged with and into the Plan. Participants of LRP were previously covered by the collective bargaining agreement between the Company and Local Union No. 285 of International Union, United Automobile, Aerospace and Agricultural, Implement Workers of America in one of the Company's manufacturing facilities that closed in February 2007. The Plan is the surviving plan and assumes responsibility for the benefit obligations transferred from LRP as of the Merger Date as described in Note 5 to the financial statements.

The Plan recognized a transfer of net assets available for benefits of $18,739,880 from the LRP. The transfer is reported separately in the accompanying statements of changes in net assets available for benefits. The merger and related transfer affect the comparability of the Plan's 2025 financial statements with 2024.

Plan Administration

The Plan is administered by the Plan Administration Committee of the Company (the Plan Administrator).

NOTE 1 — DESCRIPTION OF PLAN (Continued)

Trustee and Investment Managers

State Street Bank and Trust Company (State Street) has been designated as trustee and custodian of the Plan. SEI Investments Management Corporation (SEI), an affiliate of State Street, serves as investment manager for the Plan.

Contributions

The Plan is noncontributory on the part of participants. Contributions from the Company are actuarially determined and accrued annually. Interest, dividends, realized and unrealized gains on investments serve to reduce future contributions that would otherwise be required to provide the defined level of benefits under the Plan. The Plan has met the minimum funding requirements established by ERISA for 2025 and 2024.

Payment of Benefits

Benefits are paid to participants under one of two primary methods, depending upon a participant's hire date, location of hire, and certain elective provisions of the Plan.

Cash Balance Employees accrued a benefit based solely on a cash balance formula in 2025 and 2024. The cash balance formula amount is converted to an annuity payment stream at the time a participant is eligible to receive payment of benefits under the Plan.

Cash Balance Employees include employees:

- Who were hired by the Company after October 1, 2000; or
- Who were employed at the Company's West Branch, Iowa or Easley, South Carolina locations prior to October 2, 2000; or
- Who were employed by Sauer-Danfoss (NA) Company prior to October 2, 2000; or
- Who made a one-time election to cease benefit accruals under the final average pay formula effective December 31, 2000 and to begin accruing benefits, if any, under the cash balance formula effective on January 1, 2001; or
- Who became participants in the Plan as the result of the adoption of the Plan by Sauer-Danfoss (Hillsboro) Company effective on January 1, 2002.

Cash Balance Employees have a notional account established and maintained on their behalf and is credited annually with interest. Prior to January 1, 2018, participant accounts were credited annually based on eligible pay during the Plan year.

Participants who do not meet the definition of Cash Balance Employees continue to receive a benefit based, in part, on final average pay. The benefit provided to these participants at retirement is based on the participant's years of service, compensation levels, age, benefit election, primary Social Security benefit, and the applicable benefit rate in effect at the date of retirement.

NOTE 1 — DESCRIPTION OF PLAN (Continued)

Payment of Benefits (Continued)

Participants who made the special, one-time election to cease benefit accruals under the final average pay formula effective December 31, 2000 and began accruing benefits, if any, under the cash balance formula effective on January 1, 2001, will receive a portion of their retirement benefit under the cash balance formula and a portion of their retirement benefit under the final average pay formula.

Effective January 1, 2023, the Plan was amended to have the periodic unit dollar increase as established by the collective bargaining agreement. Unit dollar increases will escalate from $35.75 as of August 13, 2021 to $38.25 as of January 1, 2026 for new retirees.

Plan Expenses

Trustee and investment manager fees of $392,401 and $363,434 were paid directly by the Plan for the years ended December 31, 2025 and 2024, respectively. The Plan did pay actuarial recordkeeping fees of $37,336 and $42,667 for the years ended December 31, 2025 and 2024, respectively. Pension Benefit Guaranty Corporation (PBGC) premiums of $280,657 and $312,868 were paid by the Plan for the years ended December 31, 2025 and 2024, respectively.

Actuarial fees, bonding fees, audit fees, legal fees, and other miscellaneous expenses are paid by the Company.

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America (GAAP) and present the net assets available for benefits and changes in those assets.

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make certain estimates and assumptions that affect the reported amounts of assets and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Valuation of Investments

Investments are reported at fair value. Fair value is defined as the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) in fair value of investments includes both realized gains and losses from sales and unrealized market gains and losses. Certain investment-related expenses are included within net appreciation (depreciation) in fair value of investments.

NOTE 2 — SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Exempt Party In Interest Transactions

Certain Plan investments are funds managed by State Street and SEI. Transactions with these funds qualify as exempt party in interest transactions. As described in Note 1, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions are party in interest transactions under ERISA.

Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment balances will occur in the near term and that such changes will materially affect the amounts reported in the statements of net assets available for benefits.

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

Tax Status

The Plan obtained its latest determination letter on February 9, 2017, in which the Internal Revenue Service (IRS) states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). Continued qualification of the Plan will depend on the operation of the Plan in compliance with the IRC. Although the Plan has been amended since receiving the determination letter, the Plan Administrator and Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

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

NOTE 3 — FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. These categories include (in descending order of priority): Level 1, defined as observable inputs such as quoted prices in active markets; Level 2, defined as inputs other than quoted prices in active markets that are either directly or indirectly observable; and Level 3, defined as unobservable inputs in which little or no market data exists, therefore requiring an entity to develop its own assumptions.

NOTE 3 — FAIR VALUE MEASUREMENTS (Continued)

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

- *Short Term Investment Fund*: Valued based on quoted redemption prices, also known as net asset value (NAV) of units of the fund held by the Plan. The NAV is determined by using available market information and appropriate valuation methods, as provided by the custodian and represents the value at which the Plan could initiate a transaction with the custodian. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. There are no unfunded commitments or redemption restrictions related to the investment.

- *Mutual funds*: Valued based on quoted prices of identical assets in active markets.

- *U.S. government securities:* Valued using independent pricing services. The independent pricing services incorporate a variety of observable market data in their valuation techniques, including current yields of similar instruments, credit risks, and liquidity risks.

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

The following tables show assets measured at fair value as of December 31, 2025 and 2024 on the Plan's statements of net assets available for benefits and the input categories associated with those assets:

	Investments at Fair Value as of December 31, 2025			
Description	Level 1	Level 2	Level 3	Total
Short Term Investment Fund	$ -	$ 1,368,408	$ -	$ 1,368,408
Mutual funds	154,496,530	-	-	154,496,530
U.S. government securities	-	18,006,194	-	18,006,194
	$ 154,496,530	$ 19,374,602	$ -	$ 173,871,132

	Investments at Fair Value as of December 31, 2024			
Description	Level 1	Level 2	Level 3	Total
Short Term Investment Fund	$ -	$ 1,003,306	$ -	$ 1,003,306
Mutual funds	132,141,955	-	-	132,141,955
U.S. government securities	-	14,107,038	-	14,107,038
	$ 132,141,955	$ 15,110,344	$ -	$ 147,252,299

NOTE 4 — INFORMATION CERTIFIED BY STATE STREET

Information related to investments disclosed in the accompanying financial statements, their notes, and supplemental schedules, including investments held at December 31, 2025 and 2024, and dividends, interest, and net appreciation (depreciation) in fair value of investments for the years then ended, was obtained and derived from information supplied to the Plan Administrator and certified as complete and accurate by State Street.

NOTE 5 — ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future payments that are attributable under the Plan's provisions to services rendered by the employees prior to the most recent actuarial valuation date, January 1, 2025.

The January 1, 2025 accumulated plan benefit information presented below reflects the Plan before the LRP merger and excludes the accumulated plan benefits assumed from LRP on the Merger Date.

Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries. For Plan participation through December 31, 1986, benefits for retired or terminated employees or their beneficiaries were based on employees' compensation over their highest three-year compensation period of credited participation. For Plan participation on or after January 1, 1987, benefits for retired or terminated employees or their beneficiaries are based on employees' compensation over their highest five-year compensation period of credited participation, except where such benefits are computed using the cash balance formula (Note 1).

Mercer, consulting actuary for the Plan, determined the actuarial present value of accumulated plan benefits as of January 1, 2025, which 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 accumulated plan benefits information as of January 1 was as follows:

	2025	2024
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	$ 104,425,900	$ 98,640,081
Other participants	47,288,753	53,529,414
	151,714,653	152,169,495
Nonvested benefits	919,165	953,418
Total actuarial present value of accumulated plan benefits	$ 152,633,818	$ 153,122,913

NOTE 5 — ACCUMULATED PLAN BENEFITS (Continued)

The changes in accumulated plan benefits for the years ended January 1 were as follows:

	2025	2024
Actuarial present value of accumulated plan benefits at January 1 of previous year	$ 153,122,913	$ 150,993,560
Increase (decrease) during the year attributable to:		
Interest	7,709,658	7,663,830
Benefits accumulated	3,764,950	3,185,657
Benefits paid	(11,579,588)	(9,260,019)
Change in actuarial assumptions	(384,115)	539,885
Change in plan provisions	-	-
Net increase (decrease)	(489,095)	2,129,353
Actuarial present value of accumulated plan benefits at January 1	$ 152,633,818	$ 153,122,913
Net assets available for benefits at January 1	$ 150,752,299	$ 153,366,011

The actuarial cost method used in preparing the January 1, 2025 and 2024 actuarial valuation is the "unit credit method". Had the valuations been performed as of December 31, there would be no material differences. Following are the significant assumptions underlying the actuarial computations at January 1, 2025 and 2024:

1) Discount rate of 5.25% at January 1, 2025 and January 1, 2024.

2) Rates based on standard actuarial tables (in 2025 and 2024, based on Pri-2012 separate annuitant/non-annuitant sex-distinct morality tables projected generationally with scale MP-2021).

3) Cash balance interest rate of 4.03% and 5.44% at January 1, 2025 and January 1, 2024, respectively.

4) Benefit commencement age of 63 as of January 1, 2025 and 2024.

5) Future salary increases based on 2012 experience study with rates from 3.25% - 8.80% based on age.

6) Annual retirement rate assumptions as of January 1:

2025	2024	
10 %	10 %	age 55
5	5	ages 56 through 61
20	20	ages 62 through 64
50	50	age 65
40	40	ages 66 through 69
100	100	age 70

NOTE 5 — ACCUMULATED PLAN BENEFITS (Continued)

The foregoing assumptions were used assuming 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.

Merger-Date Actuarial Information

Because LRP was merged with and into the Plan after the Plan's January 1, 2025 benefit information date, the effect of the merger is not included in the January 1, 2025 actuarial present value shown above. The actuarial present value of accumulated plan benefits assumed from LRP immediately after the merger as of December 31, 2025 approximates $15 million using materially similar assumptions as noted above.

NOTE 6 — PLAN TERMINATION

While the Company has not expressed any intent to terminate the Plan or to discontinue contributions, it is free to do so at any time, subject to the provisions set forth in ERISA. Should the Plan be terminated at some future time, all participants become 100% vested in benefits earned as of the termination date.

If the Plan is terminated for any reason other than the bankruptcy or near bankruptcy of the Company and the Plan has insufficient assets, the Company will be required to pay to the Plan an amount which, together with Plan assets, will satisfy all benefits accumulated to the date of the Plan termination.

If the Plan is terminated as a result of the bankruptcy or near bankruptcy of the Company, the PBGC will take over the Plan and will pay those benefits which it guarantees. The extent to which a particular participant's accumulated plan benefits will be paid depends on available Plan assets, the priority of benefits (as described in the Plan), and the level of benefits guaranteed by the PBGC at that time.

NOTE 7 — SUBSEQUENT EVENTS

The Plan evaluated all subsequent events through October 2, 2026, the date the financial statements were available to be issued.

On July 10, 2026, the Plan was amended to allow the Plan to purchase an annuity contract to transfer future benefit payments for participants currently receiving monthly benefits of $1,500 or less or participants who terminated services on or before January 1, 2026.

On July 15, 2026, the Plan entered into an annuity contract with Prudential Insurance and transferred $57,972,351 to Prudential for approximately $62,000,000 in future benefit obligations.

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 42-1345015, Plan No. 001
December 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	SEI Institutional Investments High Yield Bond Fund A	Mutual Fund	$ 5,425,996	$ 4,635,792
*	SEI Institutional Managed Trust Global Managed Volatility Fund Class A	Mutual Fund	17,322,113	16,935,982
*	SEI Institutional Investments S&P 500 Index Fund A	Mutual Fund	10,298,445	12,246,687
*	SEI Institutional Investments Emerging Markets Debt Fund A	Mutual Fund	4,657,548	4,656,352
*	SEI Institutional Investments World Equity Ex-U.S. Fund A	Mutual Fund	11,182,405	12,379,005
*	SEI Institutional Investments Small/Mid Cap Equity Fund A	Mutual Fund	3,297,109	3,036,930
*	SEI Institutional Investments Intermediate Duration Credit Fund A	Mutual Fund	72,673,448	67,596,223
*	SEI Institutional Investments Long Duration Credit Fund A	Mutual Fund	41,146,031	33,009,559
	U.S. Treasury Strips 9128335A4	Zero coupon, $13,259,000 par, 8/15/2035	8,122,424	8,747,226
	U.S. Treasury Strips 912834G93	Zero coupon, $3,274,000 par, 5/15/2053	984,079	819,842
	U.S. Treasury Strips 912834JH2	Zero coupon, $14,063,000 par, 11/15/2040	6,487,628	6,860,635
	U.S. Treasury Strips 912834PH5	Zero coupon, $2,546,000 par, 2/15/2045	944,663	969,059
	U.S. Treasury Strips 9128334U1	Zero coupon, $576,000 par, 8/15/2032	409,013	440,940
	U.S. Treasury Strips 912834PM4	Zero coupon, $456,000 par, 8/15/2045	165,720	168,492
*	State Street Bank and Trust Co. Short Term Investment Fund	Short Term Investment Fund	1,368,408	1,368,408
			$ 184,485,030	$ 173,871,132

* Party-in-interest

See accompanying independent auditor's report.

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
EIN: 42-1345015, Plan No. 001
Year Ended December 31, 2025

(b)		(c)	(d)	(g)	(h)	(i)
Description of Asset	Number of Transactions	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or Loss
Purchases						
State Street Bank and Trust Co. Short Term Investment Fund	28	$ 11,933,856	$ -	$ -	$ 11,933,856	$ -
SEI Institutional Investments Trust Global Managed Volatility Fund	5	5,189,993	-	-	5,189,993	-
U.S. Treasury Strip 9128335A4	1	7,538,619	-	-	7,538,619	-
Sales						
State Street Bank and Trust Co. Short Term Investment Fund	32	$ -	$ 11,723,264	$ 11,723,264	$ 11,723,264	$ -
SEI Institutional Investments Trust Global Managed Volatility Fund	13	-	3,015,847	2,911,401	3,015,847	104,446
U.S. Treasury Strip 9128335A4	1	-	594,812	580,129	594,812	14,683

See accompanying independent auditor's report.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25		3									3
25–29	3	7	3								13
30–34	5	33	12								50
35–39	4	29	54	9							96
40–44	3	25	29	39	7						103
45–49	2	11	29	31	18	7	3	1			102
50–54	2	10	17	30	24	37	7	7			134
55–59	3	10	22	28	25	40	25	9	9		171
60–64	2	11	19	24	23	15	19	18	9	10	150
65–69	1	3	11	11	6	10	5	2	5	3	57
70 & up		1	2	2			1	1		3	10
Total	25	143	198	174	103	109	60	38	23	16	889

In each cell, the number is the count of active participants for each age/service combination.

Schedule SB, line 26a — Schedule of Active Participant Data

Attained age	Years of credited service										
	Under 1	1–4	5–9	10–14	15–19	20–24	25–29	30–34	35–39	40 & up	Total
Under 25											
25–29	2	3									5
30–34	5	32	10								47
35–39	4	28	51	9							92
40–44	3	24	27	37	6						97
45–49	2	11	27	31	15	5					91
50–54	2	10	16	29	17	34	1				109
55–59	3	9	21	24	19	33	7	2			118
60–64	2	11	19	20	14	8	2	7		1	84
65–69	1	3	11	11	3	3	2	1	2	1	38
70 & up		1	2	2							5
Total	24	132	184	163	74	83	12	10	2	2	686

This table includes only active participants with a cash balance. In each cell, the number is the count of active participants for each age/service combination.

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

Actuarial assumptions for funding valuation

Discount rate sponsor elections	
• Segment rates or full yield curve	Full yield curve
• Look-back months	0
	Rationale: The plan sponsor elected to use the full yield curve starting with the 2023 plan year.
Mortality sponsor elections	
• Healthy participants	Section 430(h)(3) prescribed generational annuitant and nonannuitant mortality tables for 2025 plan year funding valuations. These tables are based on the Pri-2012 mortality tables projected with the IRS-modified MP-2021 mortality improvement scale, in accordance with IRS regulation 1.430(h)(3)-1.
• Pre-1995 disabilities	Same as healthy
• Post-1994 disabilities	Same as healthy
	Rationale: Assumption is prescribed by the IRS.
417(e) lump sums	Liabilities are determined based on the underlying annuity used by the plan to determine the lump sum amount, rather than valuing the lump sum payment. This annuity is valued based on funding interest rates rather than 417(e) rates and current year 417(e) unisex mortality.
Cash balance plans	
• Interest accumulation rate	<table><tr><th>Year</th><th>Interest Crediting Rate</th></tr><tr><td>2024</td><td>5.44%</td></tr><tr><td>2025</td><td>4.03%</td></tr><tr><td>2026</td><td>4.25%</td></tr><tr><td>2027</td><td>3.75%</td></tr><tr><td>2028</td><td>3.25%</td></tr><tr><td>2029+</td><td>2.75%</td></tr></table> Rationale: Actual rates for 2024 and 2025. The long-term interest accumulation assumption is based on the equilibrium yield curve for Treasury securities as published in Mercer Investment Consulting's Capital Market Outlook for October 2024. The rates move from the current rate to the long-term expectation over a 5-year period starting in 2024.
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	Current year IRC Section 417(e) unisex mortality
— Interest rate basis	Funding segment rates Rationale: Cash balance conversion based on annuity substitution.

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

Other economic assumptions	
• Salary increases	See table of sample rates for salary increase rates. An additional 1% is added for years 2025 and 2026 based on future expectations of the plan sponsor. Rationale: This assumption was set based on the results of an experience study performed in 2012 and expectations that future experience will be similar, except for short-term differences due to inflation.
• Social Security wage base	3.25% per year Rationale: Social Security wage base equal to inflation assumption plus 75 basis points, which reflects the historical increase above inflation since 1974.
• Inflation	2.50% per year Rationale: The inflation assumption is based on the capital market assumptions published in Mercer Investment Consulting's Capital Market Outlook and historical averages.
• Expected investment return	5.25% per year for 2025, 5.00% per year for 2024 and 5.25% per year for 2023 Rationale: The expected investment return on plan assets is based on the (rounded) median simulated investment return using capital market assumptions published in Mercer Investment Consulting's Capital Market Outlook for the plan's target asset mix, net of an adjustment of 31 bps for expenses assumed to be paid from plan assets.
• Expenses	$281,000 added to current year normal cost Rationale: This amount represents expected administrative expenses and is reviewed each year for reasonability based on the prior year's actual administrative expenses.
Demographic assumptions	
Withdrawal	See table of sample rates. Select rates apply in the first 5 years of service for Hourly participants. Rationale: The Legacy Danfoss and Appendix D Salaried assumption is based on the results of an experience study performed in 2012. The assumptions for Appendix D, E and F Hourly were selected by the prior actuary and will be used until sufficient experience is accumulated.
Disability incidence	Employee Class 2 table from the Conference of Consulting Actuaries 1985 pension disability study. See table of Sample Rates.

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

- Retirement age

For Legacy Danfoss:

Attained age	Percentage
Under 55	0.00%
55	10.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	5.00%
61	5.00%
62	20.00%
63	20.00%
64	20.00%
65	50.00%
66	40.00%
67	40.00%
68	40.00%
69	40.00%
70 and above	100.00%

For Appendix D, E and F:
See table of sample rates

Rationale: The Legacy Danfoss assumption is based on the results of an experience study performed in 2012. The assumptions for Appendix D, E, and F were selected by the prior actuary and will be used in sufficient experience is accumulated.

• Benefit commencement age for	**Legacy Danfoss**	**Appendix D**	**Appendix E & F**
– Future vested deferred	63	60	63
– Current vested deferred	63	60	63

Rationale: This assumption for Legacy Danfoss employees is based on the results of an experience study performed in 2015. The assumptions for Appendix D, E and F were selected by the prior actuary and will be used until sufficient experience is accumulated.

• Spouse assumptions	**Male participants**		**Female participants**	
	Legacy Danfoss	**Appendix D, E and F**	**Legacy Danfoss**	**Appendix D, E and F**
– Percentage married	70%	Salaried - 85% Hourly – 82.50%	70%	Salaried - 65% Hourly – 61.50%

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

– Spouse age difference	2 years younger		2 years older
	Rationale: This assumption for Legacy Danfoss employees is based on the results of an experience study performed in 2015. The assumptions for Appendix D, E and F were selected by the prior actuary and will be used until sufficient experience is accumulated.		
Form of payment (Legacy Danfoss)	**Single Life**		**75% J&S**
• Active retirements	50%		50%
• Future vested deferred	50%		50%
• Future disabilities	50%		50%
• Future deaths	100%		0%
• Current vested deferred	50%		50%
Form of payment (Appendix D)	**Lump Sum**	**Single Life**	**75% J&S**
• Active retirements	60%	20%	20%
• Future vested deferred	0%	50%	50%
• Future disabilities	0%	50%	50%
• Future deaths	0%	100%	0%
• Current vested deferred	0%	50%	50%
Form of payment (Appendix E & F)	**Single Life**		**75% J&S**
• Active retirements	50%		50%
• Future vested deferred	50%		50%
• Future disabilities	50%		50%
• Future deaths	100%		0%
• Current vested deferred	50%		50%
	Rationale: The Legacy Danfoss employees is based on the results of an experience study performed in 2015 and expectations that future experience will be similar. The assumptions for Appendix D, E and F Hourly were selected by the prior actuary and will be used until sufficient experience is accumulated.		
Unpredictable contingent event assumptions	N/A		

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

Table of sample rates

	Percentage				
	Withdrawal	Withdrawal Appendix D, E & F		Disability incidence	
Attained age		Salaried	Hourly	Male	Female
20	18.23%	18.23%	N/A	0.06%	0.06%
25	14.63%	14.63%	8.48%	0.09%	0.10%
30	11.63%	11.63%	7.96%	0.13%	0.17%
35	9.08%	9.08%	6.70%	0.20%	0.25%
40	7.05%	7.05%	5.02%	0.31%	0.36%
45	5.48%	5.48%	3.49%	0.51%	0.52%
50	4.20%	4.20%	2.89%	0.83%	0.85%
55	3.15%	3.15%	2.76%	1.50%	1.49%
60	2.25%	2.25%	2.67%	2.27%	1.79%
65	1.43%	1.43%	0.00%	3.03%	2.10%

Retirement Rates

	Percentage		
Attained age	Appendix D	Appendix E	Appendix F
55	3.50%	3.67%	2.50%
56	6.00%	4.50%	2.53%
57	7.00%	5.33%	2.57%
58	8.00%	6.17%	7.93%
59	10.33%	7.00%	7.97%
60	15.00%	8.50%	13.33%
61	21.67%	18.67%	17.33%
62	29.33%	31.67%	30.00%
63	28.33%	21.67%	23.33%
64	29.00%	20.00%	23.33%
65	50.00%	53.33%	50.00%
66	50.00%	53.33%	50.00%
67	50.00%	53.33%	50.00%
68	58.33%	53.33%	50.00%
69	58.33%	53.33%	50.00%
70	100.00%	100.00%	100.00%

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

Salary Scale Rates

Attained age	Percentage
25	8.80%
30	7.30%
35	6.25%
40	5.50%
45	4.75%
50	4.00%
55 and above	3.25%

Actuarial methods for funding

Asset methods

The asset valuation method is an average of the adjusted market value for each year during the last 2 years preceding the valuation date. The adjusted market value is the market value at each determination date adjusted to the valuation date based on actual cash flows and expected interest at the lesser of the expected rate of return and the third segment rate. This amount is adjusted to be no greater than 110% and no less than 90% of the fair market value, as defined in IRC Section 430.

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

Participant methods

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

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

Minimum funding methods

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

A detailed description of the calculation follows:

- The plan's valuation date is the beginning of the plan year.

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

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

- The plan's **target normal cost** is the sum of the individual target normal costs, and the plan's **funding target** is the sum of the individual funding targets for all participants under the plan.

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS
EIN: 42-1345015, Plan No. 001
Year Ended December 31, 2025

(b)		(c)	(d)	(g)	(h)	(i)
Description of Asset	Number of Transactions	Purchase Price	Selling Price	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or Loss
Purchases						
State Street Bank and Trust Co. Short Term Investment Fund	28	$ 11,933,856	$ -	$ -	$ 11,933,856	$ -
SEI Institutional Investments Trust Global Managed Volatility Fund	5	5,189,993	-	-	5,189,993	-
U.S. Treasury Strip 9128335A4	1	7,538,619	-	-	7,538,619	-
Sales						
State Street Bank and Trust Co. Short Term Investment Fund	32	$ -	$ 11,723,264	$ 11,723,264	$ 11,723,264	$ -
SEI Institutional Investments Trust Global Managed Volatility Fund	13	-	3,015,847	2,911,401	3,015,847	104,446
U.S. Treasury Strip 9128335A4	1	-	594,812	580,129	594,812	14,683

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

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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
DANFOSS POWER SOLUTIONS EMPLOYEES' RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANFOSS POWER SOLUTIONS US COMPANY

D Employer Identification Number (EIN)
42-1345015

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	150,716,505
b Actuarial value	**2b**	150,014,357

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	1,010	103,256,675	103,256,675
b For terminated vested participants	785	20,156,657	20,156,657
c For active participants	889	26,591,478	27,652,850
d Total	2,684	150,004,810	151,066,182

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**	5.32%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1,464,111
b Expected plan-related expenses	**6b**	281,000
c Target normal cost	**6c**	1,745,111

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 MARK A. HENDRICKS MH

Signature of actuary

10/01/2026
Date

MARK A. HENDRICKS
Type or print name of actuary

2605452
Most recent enrollment number

MERCER
Firm name

816-556-4800
Telephone number (including area code)

2405 GRAND BLVD., SUITE 900

KANSAS CITY MO 64108
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	9,554,735
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1,635,000
9	Amount remaining (line 7 minus line 8)	0	7,919,735
10	Interest on line 9 using prior year's actual return of 3.92%	0	310,454
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		3,295,164
	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 5.13%		85,166
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		64,092
	c Total available at beginning of current plan year to add to prefunding balance		3,444,422
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	8,230,189

Part III Funding Percentages

14	Funding target attainment percentage	14	93.85%
15	Adjusted funding target attainment percentage	15	93.85%
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	100.43%
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 [X] 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: %	2nd segment: %	3rd segment: %	[X] N/A, full yield curve used

b Applicable month (enter code) — **21b**

22 Weighted average retirement age — **22** 62

23 Mortality table(s) (see instructions) [ ] Prescribed - combined [X] 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. [X] Yes [ ] No

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

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment [X] 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**	1,745,111
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	9,282,014	855,511
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** 2,600,622

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2,600,622	2,600,622

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 [X] 2021

Plan: Danfoss Power Solutions Employees' Retirement Plan
EIN/PN: 42-1345015/001
Valuation Date: 01/01/2025

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
2025	502,585	638,319	9,610,156	10,751,060
2026	861,363	798,210	9,449,939	11,109,512
2027	1,145,775	963,041	9,268,205	11,377,021
2028	1,358,103	1,018,244	9,076,303	11,452,650
2029	1,533,949	1,139,257	8,867,678	11,540,884
2030	1,655,579	1,201,556	8,641,476	11,498,611
2031	1,774,325	1,251,995	8,398,628	11,424,948
2032	1,883,262	1,322,969	8,138,541	11,344,772
2033	1,969,312	1,362,134	7,853,001	11,184,447
2034	2,026,480	1,424,660	7,558,261	11,009,401
2035	2,075,985	1,477,549	7,247,718	10,801,252
2036	2,124,492	1,502,141	6,922,253	10,548,886
2037	2,153,795	1,524,212	6,579,953	10,257,960
2038	2,173,106	1,545,154	6,226,255	9,944,515
2039	2,165,434	1,555,788	5,862,881	9,584,103
2040	2,170,342	1,560,605	5,490,462	9,221,409
2041	2,156,991	1,558,424	5,111,351	8,826,766
2042	2,141,149	1,543,954	4,728,299	8,413,402
2043	2,117,146	1,524,165	4,344,380	7,985,691
2044	2,086,690	1,496,625	3,962,942	7,546,257
2045	2,049,885	1,459,456	3,587,505	7,096,846
2046	2,003,990	1,436,658	3,221,590	6,662,238
2047	1,954,328	1,395,372	2,868,545	6,218,245
2048	1,892,615	1,348,631	2,531,454	5,772,700
2049	1,833,432	1,296,616	2,213,103	5,343,151
2050	1,769,988	1,240,922	1,915,851	4,926,761
2051	1,696,237	1,182,833	1,641,524	4,520,594
2052	1,618,025	1,119,888	1,391,426	4,129,339
2053	1,535,698	1,058,316	1,166,291	3,760,305
2054	1,450,889	995,143	966,278	3,412,310
2055	1,360,244	928,566	790,992	3,079,802
2056	1,269,068	860,980	639,521	2,769,569
2057	1,177,873	793,917	510,511	2,482,301
2058	1,087,955	728,150	402,243	2,218,348
2059	1,002,878	664,284	312,755	1,979,917
2060	918,329	602,836	239,918	1,761,083
2061	838,869	544,234	181,556	1,564,659
2062	764,335	488,795	135,535	1,388,665
2063	692,148	436,746	99,824	1,228,718
2064	626,988	388,221	72,556	1,087,765
2065	564,865	343,287	52,063	960,215
2066	508,804	301,947	36,904	847,655
2067	456,673	264,156	25,859	746,688
2068	409,364	229,827	17,931	657,122
2069	366,322	198,839	12,317	577,478
2070	327,362	171,048	8,392	506,802
2071	292,157	146,283	5,678	444,118
2072	260,374	124,362	3,818	388,554
2073	231,691	105,087	2,554	339,332
2074	205,804	88,256	1,699	295,759

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

Each employee is assumed to retire in accordance with the table of retirement rates. The proportion of employees expected to retire at each potential retirement age is shown below. The average retirement age is 62.

(A) Retirement age	(B) Retirement percent	(C) Lx	(D) Number of employees expected to retire (B) x (C)	(E) (A) x (D)
55	10.0%	10,000	1,000	55,000
56	5.0%	9,000	450	25,200
57	5.0%	8,550	428	24,396
58	5.0%	8,123	406	23,548
59	5.0%	7,716	386	22,774
60	5.0%	7,331	367	22,020
61	5.0%	6,963	348	21,228
62	20.0%	6,615	1,323	82,026
63	20.0%	5,292	1,058	66,654
64	20.0%	4,234	847	54,208
65	50.0%	3,387	1,694	110,110
66	40.0%	1,693	677	44,682
67	40.0%	1,016	406	27,202
68	40.0%	610	244	16,592
69	40.0%	366	146	10,074
70	100.0%	220	220	15,400
Total			10,000.00	621,114
Average				62.11

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

Effective date and plan year	Restated plan: January 1, 2015 Plan year: Calendar year
Status of the plan	The plan was amended during 2017 to freeze participation effective December 31, 2017 and to freeze the cash balance contribution credit effective January 1, 2018. The plan has ongoing accruals for Final Average Pay participants. As of August 2, 2021, Danfoss acquired the hydraulics business of Eaton Corporation. These participants are covered by the provisions of Appendix D, E & F.
Significant events that occurred during the year	None.

Legacy Danfoss Benefits

Definitions	Final Average Pay Participants	Cash Balance Participants
• Covered employees	Employees (except West Branch) hired prior to October 1, 2000.	Employees hired on or after October 1, 2000 or hired prior to October 1, 2000 and who elect to participate. Former Danfoss Fluid Power, West Branch or Easley employees. Hillsboro employees.
• Participation	Date of Employment	First of the month following six months of service
• Employee contributions	None	None
• Vesting service	One year of service for each 12-consecutive month period of his or her employment.	
• Credited service	One year of service for each year a participant completes 12 months of service. For participants who chose the Cash Balance account, credited service was frozen as of December 31, 2000.	
• Pensionable earnings	Base pay plus commissions.	Base pay plus commissions plus overtime.
• Final average earnings	Average of compensation earned during 60 consecutive calendar months of employment which produce the highest average. If less than 60 months, all earnings are used. Minimum average monthly earnings of $750. Earnings are limited by the pay limit of Section 401(a)(17).	For those participants who elect the cash balance account, average monthly earnings are frozen as of December 31, 2000 (except Transition employees). Earnings are limited by the pay limit of Section 401(a)(17).

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
• Transition Employee	None	A Sauer-Sundstrand employee who was covered by the Final Average Pay plan and is now a Cash Balance Employee, who attained age 40 with at least five years of service as of December 31, 2000.
• Cash Balance Account	None	A notional account established and maintained for each Cash Balance Employee consisting of Regular Contribution Credits, Interest Credits and Special Contribution credits, if applicable.
• Special contribution credit	None	In addition to the Regular Contribution Credit, the Cash Balance Account of each Transition Employee shall be credited with additional contribution credits. For each Plan Year from January 1, 2001 through December 31, 2010, Special Contribution Credits shall be credited to the Cash Balance Account of each Transition Employee as follows: **Attained Age** — **Credit Amount** 40-49 — 1% of eligible pay 50-59 — 2% of eligible pay 60+ — 3% of eligible pay

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
• Interest credit	None	Interest Credit added to a Cash Balance Account for each Plan Year shall be the amount determined by multiplying the balance of such Cash Balance Account on the first day of the Plan Year by the Interest Rate. The Interest Rate means (a) for Plan Years beginning prior to December 31, 2010, the one-year Treasury constant maturities rate in effect as of the first business day of each Plan Year which includes the relevant determination date (i.e., date on which Interest Credits are credited to the Cash Balance Account), as published in the Wall Street Journal on such business day, and (b) for Plan Years beginning on or after January 1, 2011, the average one-year Treasury constant maturities rate in effect during the immediately preceding month of September.
• Contribution credit	None	Two percent of Cash Balance Employee's Eligible Pay received during the Plan Year. Contribution credits were frozen effective January 1, 2018.

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
NORMAL RETIREMENT		
• Eligibility	Age 65 and three years of service	
• Benefit	Greatest of 1., 2., 3., or 4. **1. Regular:** 2% of average monthly earnings times years of service to a maximum of 30 years of service minus the maximum allowed offset under the Tax Reform Act of 1986 as interpreted by IRS proposed Social Security integration regulations and Notice 89-70. **2. Frozen:** Accrued Benefit as of December 31, 1988 under the Prior Plan provisions. **3. Transition:** The employees frozen benefit as of December 31, 1988 plus his regular benefit from January 1, 1989 through termination. **4. Transition:** The employees frozen benefit as of December 31, 1993 plus his regular benefit from January 1, 1994 through termination.	**For Non-Transition Employees:** The sum of (a) the amount of Cash Balance Account converted to a single life annuity on the basis of the Actuarial Equivalent factors for lump sum distributions and (b) the Retirement Benefit expressed as a single life annuity that the Cash Balance Employee accrued under the final average pay formula as of December 31, 2000, if any. **For Transition Employees:** The sum of (a) above and the Retirement Benefit, expressed as a single life annuity, that the Employee had accrued under the final average pay formula as of December 31, 2000 where pay is calculated at the earliest of (i) December 31, 2010, (ii) the date the Employee completes 30 years of service or (iii) the date the Employee terminates.

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
EARLY RETIREMENT		
• Eligibility	Age 55 with three years of service	Age 55 with three years of service
• Benefit	Benefit as determined for normal retirement based on average monthly earnings and service to early retirement. If benefit payments begin before age 65, they are reduced ½% for each month payment begins before age 65.	Benefit as determined for normal retirement based on eligible pay and service to early retirement. If benefit payments begin before age 65, they are reduced ½% for each month payment begins before age 65.
SPECIAL AGE 65 BENEFIT		
• Eligibility	Hired before January 1, 2001, having attained Age 55 plus 10 years of service and in receipt of pension payments or the surviving spouse of such employee. Persons who become Employees under the Plan as a result of the adoption of the Plan by Sauer-Danfoss (NA) Company or Sauer-Danfoss (Hillsboro) Company effective January 1, 2001 and January 1, 2002, respectively, will be treated as first becoming Employees under the Plan after December 31, 2000 and, therefore, will be ineligible for the benefit.	
• Benefit	$9.70 per month.	

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	**Cash Balance Participants**
"RULE OF 50" PENSION		
• Eligibility	Less than three years of service and age plus service greater or equal to 50 and hired before January 1, 2001. Persons who become Employees under the Plan as a result of the adoption of the Plan by Sauer-Danfoss (NA) Company or Sauer-Danfoss (Hillsboro) Company effective January 1, 2001 and January 1, 2002, respectively, will be treated as first becoming Employees under the Plan after December 31, 2000 and, therefore, will be ineligible for the benefit.	
• Benefit	Accrued pension deferred to age 65 multiplied by "applicable percentage", or reduced pension after first eligibility date. Reduction same as for early retirement.	
	Years of Service After Eligibility	**Applicable Percentage**
	Date first eligible	50%
	For each year of service (up to five) after becoming eligible	An additional 10% per year of service
	Five or more years of service	100%
DEFERRED VESTED (INCLUDING TERMINATION DUE TO DISABILITY)		
• Eligibility	Three years of service.	
• Benefit	Accrued pension deferred to age 65 or actuarially reduced pension after age 55 using the same factors used for optional forms conversion.	

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
Pre-retirement death		
• Eligibility	Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.	
• Benefit	Accrued benefit at time of death, adjusted as follows: If eligible for normal, early or rule of 50 retirement and at least age 55 or vested and at least age 45, spouse gets greater of: 1. 50% of accrued benefit (percentage is reduced if spouse age more than five years less than employee) reduced for commencement prior to age 65; or 2. 50% of benefit determined under 50% joint and survivor annuity reduced for commencement prior to age 65. If vested or eligible for rule of 50 and are not eligible for a benefit under the above paragraph, spouse benefit is 50% of the benefit determined under the 50% joint and survivor annuity actuarially reduced for commencement prior to age 65 using the same factors used for optional forms conversion.	50% of accrued benefit actuarially reduced for commencement prior to participant's age 65 using the same factors used for optional forms conversion.

Schedule SB, Part V — Summary of Plan Provisions

	Final Average Pay Participants	Cash Balance Participants
Unpredictable contingent event benefits	None	
Form of benefits		
• Automatic form for unmarried participants	Life Annuity	
• Automatic form for married participants	50% Joint and Survivor annuity	
• Optional forms	JS50%, JS100%, JS75%, Life annuity with 60-month guarantee, Life annuity with 120-month guarantee, Life annuity with 180-month guarantee, Life annuity with minimum-benefit guarantee or Lump sum for frozen December 31,1990 benefits. Employees hired after December 31, 2000 have only the JS50% and JS75% options.	
• Optional form conversion factors	**Non-lump sums:** Applicable mortality table under Code Section 417(e) Interest: 7.75% **Lump sums:** Applicable mortality table under Code Section 417(e) and applicable rate of interest under Code Section 417(e) with lookback to September.	

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions for Appendix D

Definitions	
Covered employees	If you are an Appendix D Former Eaton Employee who is actively accruing a benefit under the Eaton Plan and who is hired by the Company on the Closing Date, you are automatically eligible to participate in the Plan and will become a participant under Appendix D of the Plan as of the Closing Date. Appendix D Former Eaton Employees are employees who were nonunion participants in the Eaton Plan and who became nonunion employees of the Company and participants in the Plan in connection with the consummation of the transactions on the Closing Date as contemplated by that certain stock and asset purchase agreement between Eaton Corporation plc, as the seller, and Danfoss A/S, as the buyer, dated as of January 21, 2020.
Credited service	For any period prior to the Closing Date, an Appendix D Former Eaton Employee's "Credited Service" as defined and taken into account under the Eaton Plan as of the Closing Date on the basis of Eaton Corporation plc personnel records as communicated to the Company. For any period on and after the Closing Date, an Appendix D Former Eaton Employee Service reduced by 1/12th for each complete calendar month included in Service which occurred: - Prior to the first day of the calendar month next following such person's 21st birthday; - After such person ceases to be covered under Appendix D of the Plan; - For any period following a termination of Service, irrespective of whether such period may be taken into account as Service upon reemployment; - After the date that such person has accumulated 44 years of Service; - After December 31, 2025; - After the date that such person ceases employment with the Company and becomes employed by a Related Corporation.
Compensation	For any period prior to the Closing Date, "Compensation" as defined and taken into account under the Eaton Plan as of the Closing Date on the basis of Eaton Corporation plc personnel records as communicated to the Company. For any period after the Closing Date, total compensation paid, prior to any reduction in such compensation for contributions to any qualified DC plan, and inclusive of base pay, overtime, shift premiums, commissions, variable pay program compensation, compensation received from any annual incentive compensation plan, holiday pay, lump sum merit increases, jury duty pay and military pay paid by the Company, geographical differential, and bereavement pay. Total compensation will not include attendance awards, Christmas bonus, educational reimbursements, field service payments, fitness center

Schedule SB, Part V — Summary of Plan Provisions

	reimbursements, moving expenses, patent awards, publishing awards, referral awards, safety equipment reimbursements, employment sign-on bonus, stay pay, short term and long term disability benefits paid through the disability claims administrator, short term disability benefits that equal less than 100% of base pay, suggestion awards, vacation paid at termination of employment, game changer awards, severance pay, compensation received from any long-term incentive plan, and non-recurring bonuses such as project completion awards, retention bonuses or incentives, and any other special remuneration, including any amounts paid as a result of, or in connection with, the transactions contemplated under the Stock and Asset Purchase Agreement between Eaton Corporation plc, as the seller, and Danfoss A/S, as the buyer, dated as of January 21, 2020.
Total Compensation	For and only for such Credited Service during which the Appendix D Former Eaton Employee is eligible to participate under the Plan, total compensation will be the amount of annual compensation paid in each calendar year, except that with respect to any contingent compensation or executive incentive compensation, other than sales commissions, the amount to be included in total compensation will be the amount accrued for such calendar year and paid during such calendar year or during any subsequent calendar year. For each expatriate Appendix D Former Eaton Employee who is eligible to participate in the Plan, Considered Compensation will be the sum of (i) his or her hypothetical home country base (HHCB) salary for the calendar year as determined by the Plan Administrator, plus (ii) incentive compensation paid during such calendar year, but elective deferrals of compensation pursuant to nonqualified plans or programs shall be included in the year that the compensation would have been paid but for the elective deferral. The HHCB salary is the annual base salary, including no additional payments that would be paid to the Appendix D Former Eaton Employee in his or her home country for the same position. If an Appendix D Former Eaton Employee is eligible to participate in the Plan and such employee receives no compensation (or reduced compensation) for any period because he or she is disabled or on an approved leave of absence or temporary absence from active service, the Plan will treat as compensation received by him or her during such period of absence an amount equal to the compensation he or she would have received had he or she not been disabled or absent, such amount to be determined by the Plan Administration Committee upon the basis of the Employee's salary or wage rate in effect immediately prior to such disability or absence.
Final Average Compensation (FAC)	Highest 5 consecutive calendar years out of last 10 calendar years; to be frozen effective December 31, 2025
Average Social Security Limit	Thirty-five years average of Social Security Taxable Wage Bases at

Schedule SB, Part V — Summary of Plan Provisions

(ASSL)	Termination
Minimum Pension Base (MPB)	Lesser of: - $17,700 - 50% of the sum of ($17,700 + FAC)
Normal Retirement	
Eligibility	Age 65
Benefit	Regular formulas: - Payable until SSNRA: 1.5% * FAC * Credited Service - Payable after SSNRA: 1.0% of FAC not in excess of ASSL, plus 1.5% of FAC in excess of ASSL, multiplied by Credited Service. Minimum formula (capped at 70% of FAC): - Until age 62 (retirement) or age for unreduced disability benefits (disability): 2.00% * MPB * Credit Service - After above date: 1.25% * MPB * Credit Service Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Early Retirement	
Eligibility	Age 55 and 10 years of Credited Service (or age 50 and 10 years of Credited Service if terminated by the Company or Related Corporation)
Benefit	Normal Retirement Benefit reduced 6% per year prior to age 60 Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Disability Retirement	
Eligibility	Eligible for and receive disability benefits under any disability income plan maintained by the Company and continue to receive such disability benefits until later of NRD or the date disability benefits are scheduled to end under the disability income plan.
Benefit	Continue to accrue service while disabled
Deferred Vested	
Eligibility	Five years of vesting service.
Benefit	Accrued pension deferred to age 65 or 6% reduced pension after age 55. Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Pre-Retirement Death	
Eligibility	Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.
Benefit	For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his

Schedule SB, Part V — Summary of Plan Provisions

	death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity. The benefit is payable commencing on the day the participant would have reached earliest retirement age. For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity, and then died the next day. Benefit participant could have received at earliest commencement date.
Eaton Offset	Eaton Plan Offset will be determined by assuming the participant elects to receive benefits under the Eaton Plan (as that plan is in effect on the Closing Date) at the same time and in the same form of benefit that you elect under this Plan. The offset is applied in this manner regardless of actual elections under the Eaton Plan. Therefore, the Eaton Plan Offset, as calculated under this Plan, may not reflect the actual benefit that is received under the Eaton Plan.
Medicare Supplement	Receiving a normal, disability, or early Retirement Benefit. Amount to be determined by the Plan Administration Committee. The monthly Medicare supplement is currently $26. Payable beginning at age 65. If eligible for Medicare supplement pursuant to Eaton Plan, will not receive Medicare supplement under this Plan.
Form of benefits	
Automatic form for unmarried participants	Life Annuity
Automatic form for married participants	50% Joint and Survivor annuity
Optional forms	JS100%, JS75%, Life annuity with 120-month guarantee or Lump sum
Optional form conversion factors	Non-lump sums: Applicable mortality table under Code Section 417(e) Interest: 7.75% Lump sums: Applicable mortality table under Code Section 417(e) and applicable rate of interest under Code Section 417(e) with lookback to September.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions for Appendix E

DEFINITIONS	
Covered employees	Former Eaton Corporation employees who were members of the collective bargaining unit represented by the IAM and Aerospace Workers, Local 77 ("Union") at the Eaton Corporation's Hydraulics Division Eden Prairie Plan in Eden Prairie, Minnesota and participants in the Pension Plan for Eaton Corporation Employees, covered by the Eaton Corporation Unit Dollar Version – Appendix CL (the "Eaton Plan"), and who became Union Employees of Danfoss Power Solutions II (US) (the "Company") and participants in the Plan in connection with the consummation of the transactions on January 20, 2020 (the "Closing Date") that are now covered by Appendix E of the Plan ("EP Designated Employees")
Eligibility (Future employees)	Employees represented by the Union at the Eaton Corporation's Hydraulics Division Eden Prairie Plan at Eden Prairie, Minnesota employed on a full-time or part-time hourly-rate basis who are hired on a probationary status pursuant to established policy of the Company, beginning on the earlier of the day after the end of the probationary period provided that they are employees on the day after the end of the probationary period or the day next following the end of the first, one-year period commencing on either the date of their employment or, if later, any anniversary of the date of their employment, during which they accumulate 1,000 or more hours of service ("Designated Employees").
Working time	Straight Time Hours Worked: Less than 150: None At least 150 but fewer than 300: 1/12th Year of Credited Service At least 300 but fewer than 450: 2/12ths Year of Credited Service At least 450 but fewer than 600: 3/12ths Year of Credited Service At least 600 but fewer than 750: 4/12ths Year of Credited Service At least 750 but fewer than 900: 5/12ths Year of Credited Service At least 900 but fewer than 1,050: 6/12ths Year of Credited Service At least 1,050 but fewer than 1,200: 7/12ths Year of Credited Service At least 1,200 but fewer than 1,350: 8/12ths Year of Credited Service At least 1,350 but fewer than 1,500: 9/12ths Year of Credited Service At least 1,500 but fewer than 1,650: 10/12ths Year of Credited Service At least 1,650 but fewer than 1,800: 11/12ths Year of Credited Service 1,800 or more: 1 Year of Credited Service

Schedule SB, Part V — Summary of Plan Provisions

Credited service	For any period prior to the Closing Date, Credited Service will include an EP Designated Employee's "Credited Service" as defined and taken into account under the Eaton Plan as of the Closing Date on the basis of Eaton Corporation plc personnel records as communicated to the Company. For any period after the Closing Date, Credited Service will be computed for each Appendix E Participating Employee on the basis of Working Time.
NORMAL RETIREMENT	
Eligibility	Later of age 65 or the first anniversary of commencement of participation in the Plan.
Benefit	Based on termination date: - On or after March 1, 2021 but prior to March 1, 2022: $46.50 * (Credited Service, limited to 44 years) - On or after March 1, 2022 but prior to March 1, 2023: $46.70 * (Credited Service, limited to 44 years) - On or after March 1, 2023 but prior to March 1, 2024: $46.85 * (Credited Service, limited to 44 years) - On or after March 1, 2024: $47.00 * (Credited Service , limited to 44 years) Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
EARLY RETIREMENT	
Eligibility	Age 55 and 15 years of Credited Service (and have been a participant in the Plan for 12 months)
Benefit	Normal Retirement Benefit reduced 6% per year prior to age 62 Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
DISABILITY RETIREMENT	
Eligibility	Totally and permanently disabled as determined pursuant to your employer's disability income plan
Benefit	Participants continue to accrue Credited Service while disabled
DEFERRED VESTED	
Eligibility	Five years of service.
Benefit	Accrued pension deferred to age 65 or 6% reduced pension after age 55. Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.

Schedule SB, Part V — Summary of Plan Provisions

PRE-RETIREMENT DEATH	
Eligibility	Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.
Benefit	For participants who are vested but not yet eligible for early retirement, the preretirement survivor benefit is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, survived to his earliest retirement age, elected to retire immediately and receive a benefit in the form of a 50% joint and survivor annuity. The benefit is payable commencing on the day the participant would have reached earliest retirement age. For participants who are eligible for early or normal retirement but not yet retired, the preretirement survivor benefit is payable immediately and is equal to the amount the spouse would have received had the participant terminated his employment on the date of his death, elected to retire immediately in the form of a 50% joint and survivor annuity, and then died the next day.
EATON OFFSET	Eaton Plan Offset will be determined by assuming the participant elects to receive benefits under the Eaton Plan (as that plan is in effect on the Closing Date) at the same time and in the same form of benefit that is elected under this Plan. The offset is applied in this manner regardless of actual elections under the Eaton Plan. Therefore, the Eaton Plan Offset, as calculated under this Plan, may not reflect the actual benefit that is received under the Eaton Plan.
FORM OF BENEFITS	
Automatic form for unmarried participants	Life Annuity
Automatic form for married participants	50% Joint and Survivor annuity
Optional forms	JS100%, JS75%, Life annuity with 60-month guarantee , Life annuity with 120-month guarantee , Life annuity with 180-month guarantee or Level Income
Optional form conversion factors	Non-lump sums: Applicable mortality table under Code Section 417(e) Interest: 7.75% Lump sums: Applicable mortality table under Code Section 417(e) and applicable rate of interest under Code Section 417(e) with lookback to September.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions for Appendix F

Definitions	
Covered employees	Employees who were members of the collective bargaining unit represented by the United Steelworkers International Union (USW), AFL-CIO and Local 1-0967, its predecessors and successors ("Union") at Eaton Corporation's General Products Operations (formerly known as Industrial Drives Operations) Air flex Division Cleveland, Ohio Plant and participants in the Pension Plan for Eaton Corporation Employees, covered by the Eaton Corporation Unit Dollar Version – Appendix FW (the "Eaton Plan"), and who became Union employees of the Company and participants in the Plan in connection with the consummation of the transactions on the Closing Date as contemplated by that certain stock and asset purchase agreement between Eaton Corporation plc, as the seller, and Danfoss A/S, as the buyer, dated January 21, 2020. ("Appendix F Former Eaton Employees"). This appendix is closed to future new entrants.
Working Time	For any plan year or calendar year in which a Appendix F Former Eaton Employee accrues eighteen hundred (1,800) or more credited hours will be counted as a full year of Credited Service. For any plan year or calendar year in which the Appendix F Former Eaton Employee's credited hours are less than eighteen hundred (1,800), a proportionate credit will be given to the nearest one-twelfth (1/12th) year.
Credited service	For any period prior to the Closing Date, Credited Service will include an Appendix F Former Eaton Employee's "Credited Service" as defined and taken into account under the Eaton Plan as of the Closing Date on the basis of Eaton Corporation plc personnel records as communicated to the Company. For any period after the Closing Date, Credited Service will be computed for each Appendix F Former Eaton Employee on the basis of Working Time.
Normal Retirement	
Eligibility	Later of age 65 or the first anniversary of commencement of participation in the Plan. Credited Service under the Eaton Plan will be counted towards the twelve-month threshold.
Benefit	Based on termination date: - Prior to August 13, 2021: $35.75 * Credited Service - On or after August 13, 2021 and prior to January 1, 2023: $36.25 * Credited Service - On or after January 1, 2023 and prior to January 1, 2024: $37.00 * Credited Service - On or after January 1, 2024 and prior to January 1, 2025: $37.75 * Credited Service - On or after January 1, 2025 and prior to January 1, 2026: $38.25 * Credited Service - On or after January 1, 2026: $38.75 * Credited Service

Schedule SB, Part V — Summary of Plan Provisions

	Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Early Retirement	
Eligibility	Age 60 and 10 years of Credited Service
Benefit	Accrued Pension without reduction. Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Disability Retirement	
Eligibility	Totally and permanently disabled as determined pursuant to your employer's disability income plan
Benefit	Continue to accrue service while disabled
Deferred Vested	
Eligibility	Five years of service.
Benefit	Normal Retirement Benefit. For those with 10 years of Credited Service, can commence at 60 with 7.2% reduction per year from 65. Danfoss Plan pays the difference between the benefit above using all service, and the benefit payable by the Eaton Plan.
Pre-Retirement Death	
Eligibility	Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.
Benefit	Prior to ER eligibility: 55% of Deferred Vested benefit at earliest commencement date, multiplied by 90% increased by 0.5% (up to max of 100%) for each year Surviving Spouse is older or decreased 0.5% for each year Surviving Spouse is younger. After ER eligibility: 55% of Early Retirement benefit, multiplied by 90% increased by 0.5% (up to max of 100%) for each year Surviving Spouse is older or decreased 0.5% for each year Surviving Spouse is younger.
Eaton Offset	Eaton Plan Offset will be determined by assuming the participant elects to receive benefits under the Eaton Plan (as that plan is in effect on the Closing Date) at the same time and in the same form of benefit that you elect under this Plan. The offset is applied in this manner regardless of actual elections under the Eaton Plan. Therefore, the Eaton Plan Offset, as calculated under this Plan, may not reflect the actual benefit that is received under the Eaton Plan.
Supplemental Allowance	Retire after age 60, prior to Normal Retirement Date within the one-year period next following last day of work for the Company. Benefit equal to 66.67% of ER benefit; total of Supplemental Allowance and ER benefit limited to 75% of base pay immediately preceding retirement. Payable until age 65 (or death)

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
Automatic form for unmarried participants	Life Annuity
Automatic form for married participants	50% Joint and Survivor annuity
Optional forms	JS100%, JS75%, Life annuity with 120-month guarantee, Certain annuity with 120-month guarantee

Schedule SB, Part V — Summary of Plan Provisions

Benefits included or excluded

Unless noted below, all benefits provided by the plan, are included in this valuation:

- **Most recent plan amendments included:** This valuation reflects provisions of (the second) Amendment 4 of the plan document restated effective January 1, 2015, which increased the benefits under Appendix F for terminations after December 31, 2022. Amendments adopted after the valuation date or effective after the current plan year are excluded from the valuation.
- **Plan amendments excluded:** None.
- **Late retirement increases:**
  - *Active participants:* This valuation does not include increases for current and future participants over age 65; this is not expected to have a material impact on funding target liability.
  - *Deferred vested participants:* Current deferred vested participants over normal retirement age are valued including the late retirement actuarial increase.
- **Internal Revenue Code limitations:** The limitations of Internal Revenue Code Section 415(b) and 401(a)(17) have been incorporated into our calculations.
- **IRC Section 416 rules for top-heavy plans:** We did not test whether this plan is top-heavy (when the present value of benefits for key employees equals or exceeds 60% of the present value for all participants). However, we expect that the plan is not top-heavy due to the large number of rank-and-file participants; therefore, the funding target and target normal cost do not reflect any liability for top-heavy benefit accruals.

Plan provisions specific to funding

Additional benefits included or excluded

- **IRC Section 436 benefit restrictions:**
  - *Unpredictable contingent event benefits:* This valuation excludes restricted contingent event benefits that occurred before the valuation date but includes contingent event benefits which are expected to occur on or after the valuation date regardless of anticipated funding-based limitations.
  - *Plan amendments:* See above.
  - *Prohibited payments:* Limitations on prohibited benefits (if any) are reflected for annuity starting dates before the valuation date but are ignored for annuity starting dates on or after the valuation date.

Schedule SB, Part V — Summary of Plan Provisions

  - *Benefit accruals:* The plan's funding target *does not reflect any limitation.* The target normal cost does not reflect any limitation on benefit accruals.

- **Scheduled benefit increases:** Scheduled benefit increases effective after the end of the current plan year are excluded from minimum funding requirements.

Plan provision changes since prior valuation

Maximum compensation amounts and maximum benefit amounts under IRS rules were updated from 2024 to 2025.

DANFOSS POWER SOLUTIONS
EMPLOYEES' RETIREMENT PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 42-1345015, Plan No. 001
December 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	SEI Institutional Investments High Yield Bond Fund A	Mutual Fund	$ 5,425,996	$ 4,635,792
*	SEI Institutional Managed Trust Global Managed Volatility Fund Class A	Mutual Fund	17,322,113	16,935,982
*	SEI Institutional Investments S&P 500 Index Fund A	Mutual Fund	10,298,445	12,246,687
*	SEI Institutional Investments Emerging Markets Debt Fund A	Mutual Fund	4,657,548	4,656,352
*	SEI Institutional Investments World Equity Ex-U.S. Fund A	Mutual Fund	11,182,405	12,379,005
*	SEI Institutional Investments Small/Mid Cap Equity Fund A	Mutual Fund	3,297,109	3,036,930
*	SEI Institutional Investments Intermediate Duration Credit Fund A	Mutual Fund	72,673,448	67,596,223
*	SEI Institutional Investments Long Duration Credit Fund A	Mutual Fund	41,146,031	33,009,559
	U.S. Treasury Strips 9128335A4	Zero coupon, $13,259,000 par, 8/15/2035	8,122,424	8,747,226
	U.S. Treasury Strips 912834G93	Zero coupon, $3,274,000 par, 5/15/2053	984,079	819,842
	U.S. Treasury Strips 912834JH2	Zero coupon, $14,063,000 par, 11/15/2040	6,487,628	6,860,635
	U.S. Treasury Strips 912834PH5	Zero coupon, $2,546,000 par, 2/15/2045	944,663	969,059
	U.S. Treasury Strips 9128334U1	Zero coupon, $576,000 par, 8/15/2032	409,013	440,940
	U.S. Treasury Strips 912834PM4	Zero coupon, $456,000 par, 8/15/2045	165,720	168,492
*	State Street Bank and Trust Co. Short Term Investment Fund	Short Term Investment Fund	1,368,408	1,368,408
			$ 184,485,030	$ 173,871,132

* Party-in-interest

See accompanying independent auditor's report.

Schedule SB, line 32 — Schedule of Amortization Bases

The total shortfall amortization charge is the sum of the individual shortfall amortization installments for each plan year since the IRC Section 430 changes made by ARPA took effect for the plan. Although an individual shortfall amortization installment can be negative, the combined shortfall amortization charge cannot be less than $0.

Shortfall bases					
Year established		Outstanding balance	Years remaining		2025 Installment
2025		9,282,014	15		855,511
Total	$	9,282,014		$	855,511

Schedule SB, line 24 — Change in Actuarial Assumptions

Actuarial assumption changes since prior valuation

The following non-prescribed assumption changes occurred since the January 1, 2024 valuation:

- The cash balance interest-crediting rate was updated to reflect the actual rate for 2025.
- The expected investment return was updated to reflect current economic conditions.
- The expense load was added for 2025.