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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1957

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)
DANAHER CORPORATION

2200 PENNSYLVANIA AVE NW STE 800W
WASHINGTON, DC 20037-1701

2b Employer Identification Number (EIN)
59-1995548

2c Plan Sponsor's telephone number
202-828-0850

2d Business code (see instructions)
335900

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2026	CONSTANCE BARBER, DANAHER CORP.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2026	CONSTANCE BARBER, DANAHER CORP.
	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 [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	21071
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)**	2355
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1983
b	Retired or separated participants receiving benefits	**6b**	8808
c	Other retired or separated participants entitled to future benefits	**6c**	7302
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	18093
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2049
f	Total. Add lines **6d** and **6e**.	**6f**	20142
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**	0
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:

1B 1C 3H 3J 1I

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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 3
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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

1 Coverage Information:

(a) Name of insurance carrier
EMPOWER ANNUITY INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
06-1050034	93629	523485-E1		01/01/2025	12/31/2025

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

(a) Total amount of commissions paid	**(b)** Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	1771727
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	1734968
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	68778		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	68778
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	1803746
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1919		
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶ ADMINISTRATIVE EXPENSES	7e(4)	30100		
	(5) Total deductions			7e(5)	32019
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	1771727

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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

1 Coverage Information:

(a) Name of insurance carrier
EMPOWER ANNUITY INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	523704-E1		01/01/2025	12/31/2025

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

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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	(c) Amount	**(d)** Purpose	

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	27491
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☒ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	4
c	Additions: (1) Contributions deposited during the year	7c(1)	80000		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	2422		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	82422
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	82426
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	54935		
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶	7e(4)			
	(5) Total deductions			7e(5)	54935
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	27491

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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

1 Coverage Information:

(a) Name of insurance carrier
NATIONWIDE LIFE AND ANNUITY INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
31-1000740	92657	8400	4930	01/01/2025	12/31/2025

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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	(c) Amount	**(d)** Purpose	

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	351278053

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY

b	Balance at the end of the previous year			7b	
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)			
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)			
	▶				
	(6)Total additions			7c(6)	
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)			
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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**	1898795837
b Actuarial value	**2b**	1781689794

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	9731	1027151255	1027151255
b For terminated vested participants	9182	486702434	486702434
c For active participants	2355	149371174	149371174
d Total	21268	1663224863	1663224863

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**	5.26 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	5700000
c Target normal cost	**6c**	5700000

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

07/15/2026
Date

THOMAS SKIAVO, EA
Type or print name of actuary

26-06727
Most recent enrollment number

MERCER
Firm name

202-331-5200
Telephone number (including area code)

1050 CONNECTICUT AVE, NW SUITE 700
WASHINGTON, DC 20036
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)	16702020	29673833
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	16702020	29673833
10	Interest on line 9 using prior year's actual return of 11.68 %	1950796	3465904
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.12 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
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)	18652816	33139737

Part III Funding Percentages

14	Funding target attainment percentage	14	104.00 %
15	Adjusted funding target attainment percentage	15	106.76 %
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	106.96 %
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**	5700000
b Excess assets, if applicable, but not greater than line 31a	**31b**	5700000

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

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

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

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

AON CONSULTING INC

29695 NETWORK PLACE
CHICAGO, IL 60673-1296

(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	3656825	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 27 28 50 51 52	NONE	1794938	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

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

UBS GLOBAL ASSET MANAGEMENT

36-3718331

(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 51	NONE	855456	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

CAUSEWAY CAPITAL MANAGEMENT LLC

95-4861680

(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 51	NONE	840029	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

WILLIAM BLAIR

180 NORTH RIVERSIDE PLAZA
CHICAGO, IL 60606

(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	553101	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

WELLINGTON TRUST COMPANY

04-2755549

(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 51	NONE	428379	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

GROOM LAW GROUP

52-1219029

(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?
29	NONE	408733	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] 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?
11	NONE	336514	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

HENDERSON GLOBAL INVESTORS

06-1217855

(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	216909	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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)

RV KUHNS & ASSOCIATES

93-0910652

(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?
16 17 27 28 49 70	NONE	202979	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

DOUBLELINE CAPITAL LP

30-0596331

(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 51	NONE	201420	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PACIFIC INVESTMENT MANAGEMENT CO

33-0629048

(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 51	NONE	155888	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

SCANTEK INFOMANAGEMENT SOLUTIONS

1100 EASTON ROAD
WILLOW GROVE, PA 19090

(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	13500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE SHORT TERM INV FD

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN 45-6138589-084	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 137851549

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE ALL COUNTRY WORLD EX

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN 45-6138589-125	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 185210563

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE S&P 500 INDEX FD-NL

b Name of sponsor of entity listed in (a): NORTHERN TRUST GLOBAL INVESTMENTS

c EIN-PN 45-6138589-003	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 515425024

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF SELECT LEADERS SERIES 2

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY NA

c EIN-PN 04-2767481-185	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 114616295

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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	7765626	4584206
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	7444204	2954270
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	23803873	46582115
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	50760460	34346414
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	540876	
(B) Common	1c(4)(B)	276017638	280959288
(5) Partnership/joint venture interests	1c(5)	237185240	182924650
(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)	1177102232	953103431
(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)	121130750	136034728
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1734972	353077271
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	
(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	1903485871	1994566373
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	1304149	1435354
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	3385885	43778
1k Total liabilities (add all amounts in lines 1g through1j)	1k	4690034	1479132
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	1898795837	1993087241

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	8293	
(B) U.S. Government securities	2b(1)(B)	1480703	
(C) Corporate debt instruments	2b(1)(C)	1795118	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	2729326	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		6013440
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	11650	
(B) Common stock	2b(2)(B)	5822517	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	5990854	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		11825021
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	231345722	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	209689040	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		21656682
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	17028568	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		17028568

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		182101749
(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)		8016783
c Other income	2c		5818848
d Total income. Add all **income** amounts in column (b) and enter total	2d		252461091
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	146194535	
(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)		146194535
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)	3670325	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	3454161	
(6) Bank or trust company trustee/custodial fees	2i(6)	1485409	
(7) Actuarial fees	2i(7)	336514	
(8) Legal fees	2i(8)	408732	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	339628	
(11) Other expenses	2i(11)	2280383	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		11975152
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		158169687
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		94291404
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [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: ERNST & YOUNG LLP **(2)** EIN: 34-6565596

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		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**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**			
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 591294.

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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** |

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

EIN(s): 36-1561860 06-1050034

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** | 426

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: 54.00 % Private Equity: 10.00 % Investment-Grade Debt and Interest Rate Hedging Assets: 34.00 %
High-Yield Debt: 1.00 % Real Assets: _____% Cash or Cash Equivalents: 1.00 % Other: _____%

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_____.

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Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 qualified institutions as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

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

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

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

Auditor's Responsibilities for the Audit of the 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:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2025, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly

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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).

Ernst & Young LLP

September 28, 2026

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

Actuarial assumptions for January 1, 2025 funding valuation

Discount rate sponsor elections	
• Segment rates or full yield curve	Full Yield Curve
• Look-back months	Not Applicable
• PBGC VRP method	Alternative
Mortality sponsor elections	
• Healthy participants	Section 430(h)(3) prescribed separate generational annuitant and non-annuitant mortality tables. These tables are based on the PRI2012 mortality tables and then projected with mortality improvement using scale the adjusted MP-2021 in accordance with the IRS regulation 1.430(h)(3)-1.
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	3.45% for Pall participants, 4.00% for Tektronix participants, 5.20% for Siemens participants, 4.40% for Thomson participants, 3.65% for all others
• Whipsaw calculations	No
• Annuity conversion	
— Mortality table	1994 Group Annuity Reserving Table (50% blend of males and females), projected to 2002
— Interest rate basis	3.65%
Other economic assumptions	
• Salary increases	N/A
• Flat-dollar benefit increases	N/A
• Social Security taxable wage base increases	N/A
• Inflation	2.20% per year
• Expected investment return	6.64%
• Expenses	$5,700,000 added to current year normal cost

Rationale for economic assumptions

- The **discount rate** for funding purposes is prescribed by the plan sponsor through an election from allowable alternatives under IRS regulations. In addition, the interest rates used to value 417(e) lump sums for funding purposes are prescribed in IRS regulations to equal the funding discount rates.
- The **cash balance interest accumulation** rate is based on the effective interest crediting rate that would match the 10-year yield, starting with the metric's current rate and linearly phasing in the Mercer Investment Consulting's Capital Markets Outlook long-term rate for the metric over the first years (30-year treasury rate for DPP, one-year treasury rate plus 0.5% for Tektronix, one-year treasury rate for Pall Corporation with 1.68% floor; one-year Treasury for Thomson with 4% floor;

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

and 10-year Treasury for Siemens with 5% floor and 10% cap). The result is rounded to the nearest 5 basis points.

- **Cash balance annuity conversion rate** is a blend between the current 30-year Treasury interest rate (e.g. December 2024 rate) and the long-term assumption published in Mercer Investment Consulting's Capital Markets Outlook for December 2024. The result is rounded to the nearest 5 basis points.
- The **inflation** assumption is based on the inflation assumption periodically published by Mercer Investment Consulting in their Capital Markets Outlook for December 2024.
- The **expected rate of return** on plan assets for funding purposes is based on long-term capital market expectation. This assumption falls within an acceptable range of the simulated 20-year investment return for the plan's target asset mix using capital market assumptions published in Mercer Investment Consulting's Capital Markets Outlook for December 2024, adjusted to reflect a 6 basis point reduction for passive asset management costs.
- Assumed plan-paid **expenses** for the upcoming year for funding purposes are based on a 3-year average of non-investment and non-PBGC expenses in the 5500 Schedule C's plus the anticipated PBGC premiums for the upcoming year.

Demographic assumptions

• Withdrawal	See table of sample rates.
• Disability incidence	See table of sample rates for Pall Trinity Micro & Amersham/Cytiva participants, none assumed for all others.

• Retirement age — Tektronix employees active at January 1, 1998 that were 40 or older with 5 or more years of service, or had 15 years of service regardless of age.

Attained age	Percentage
55-59	9%
60	15%
61	15%
62	30%
63	20%
64	10%
65 and above	100%

• Retirement age – Amersham/Cytiva

Attained age	Percentage
55-59	1.50%
60	10.0%
61	15.0%
62	20.0%
63	35.0%
64	15.0%
65-69	50.0%
70 and above	100.0%

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

Attained age	Percentage
55	4%
56	5%
57	5%
58	6%
59	7%
60	9%
61	13%
62	15%
63	15%
64	20%
65	25%
66	30%
67	35%
68	25%
69	25%
70 and above	100%

• Benefit commencement age for	
— Future vested deferred	Age 62 for Beckman Coulter participants. Age 63 for Amersham/Cytiva participants. Decrement age for Tektronix participants and Pall Cash Balance participants. Age 65 for all others.
— Current vested deferred	**Beckman Coulter**: Age 62 if terminated on or after July 1, 2000, otherwise, age 65. **Amersham/Cytiva :** Age 63 **Tektronix (participants with a TRM flag)**: Age 63 except 25% of participants with a TRM field equal to 2 or 3 are assumed to start payments at age 55. **Tektronix (participants with no TRM flag and no subsidy)**: Immediate for participants terminating during the prior year; age 65 otherwise. **Tektronix (participants with no TRM flag and have a subsidy):** Age 65 for lump sum benefits and age 58 for annuity benefits. **Pall Cash Balance:** Age 62 if termination before August 1, 1999, otherwise, age 65. **All others:** • Valuation age for participants terminating during the prior plan year with cash balance accounts • Age 65 for all others
– Disabled	Age 65 for Amersham/Cytiva

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

• Spouse assumptions	**Male participants**	**Female participants**
— Percentage married – Beckman Coulter	80%	60%
— Percentage married – Amersham/Cytiva	90%	50%
— Percentage married – all others	80%	80%
— Spouse age difference – Beckman Coulter & Amersham/Cytiva	2 years younger	2 years older
— Spouse age difference – all others	3 years younger	3 years older

Form of payment — Beckman Coulter	**100% J&S**	**50% J&S**	**Single life**	**Lump sum**
• Active retirements	15%	10%	25%	50%
• Future vested deferred	15%	10%	25%	50%
• Future deaths	0%	0%	0%	100%
• Current vested deferred	15%	10%	25%	50%

Form of payment — Tektronix	**Lump sum**	**Single life**
• Active retirements		
— No subsidy	100%	0%
— Subsidy (>25 years of service)	15%	85%
— Subsidy (<25 years of service)	40%	60%
• Future vested deferred	100%	0%
• Future deaths	100%	0%
• Current vested deferred		
— Participants with a TRM flag	0%	100%
— Participants without a TRM flag and no subsidy	80%	20%
— Participants without a TRM flag and have a subsidy	55%	45%

Form of payment – Amersham/Cytiva	**Single life**	**50% J&S**	**100% J&S**
• Active retirements	40%	25%	35%
• Future vested deferred	40%	25%	35%
• Future deaths	40%	25%	35%
• Current vested deferred	40%	25%	35%
• Future deaths	0%	100%	0%

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

Form of payment – All others	**Lump sum** (Cash balance participants and those eligible for a full lump sum payment of their frozen benefit)	**Single life** (All other participants)	**50% J&S** (All other participants)
– Active retirements	100%	100%	0%
– Future vested deferred	100%	100%	0%
– Future deaths	100%	0%	100%*
– Current vested deferred	100%	100%	0%
– Pall Cash Balance pre-8/1/1999	0%	100%	0%
– Pall Cash Balance post-8/1/1999	100%	0%	0%
Unpredictable contingent event assumptions	Not applicable		

* Sybron Kerr Union Plan participants are assumed to receive a 60% J&S and Jacobs Plan participants are assumed to receive a 55% J&S (the normal form of payment), rather than a 50% J&S

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

Table of sample rates

Withdrawal rates– Amersham/Cytiva – Male

Attained age	Years of service				
	0-2	3	4	5	6+
15	40.00%	35.00%	30.00%	25.00%	19.00%
20	40.00%	35.00%	30.00%	25.00%	19.00%
25	40.00%	35.00%	30.00%	25.00%	10.40%
30	30.00%	30.00%	25.00%	20.00%	6.40%
35	30.00%	30.00%	25.00%	20.00%	5.00%
40	25.00%	25.00%	20.00%	15.00%	3.90%
45	20.00%	20.00%	15.00%	10.00%	2.80%
50	15.00%	15.00%	10.00%	5.00%	1.70%
55	10.00%	10.00%	5.00%	2.00%	0.30%
60+	0.00%	0.00%	0.00%	0.00%	0.00%

Withdrawal Rates – Amersham/Cytiva - Female

Attained age	Years of service				
	0-2	3	4	5	6+
15	40.00%	35.00%	30.00%	25.00%	24.60%
20	40.00%	35.00%	30.00%	25.00%	24.60%
25	40.00%	35.00%	30.00%	25.00%	14.10%
30	30.00%	30.00%	25.00%	20.00%	9.00%
35	30.00%	30.00%	25.00%	20.00%	7.40%
40	25.00%	25.00%	20.00%	15.00%	5.90%
45	20.00%	20.00%	15.00%	10.00%	4.30%
50	15.00%	15.00%	10.00%	5.00%	2.50%
55	10.00%	10.00%	5.00%	2.00%	0.40%
60+	0.00%	0.00%	0.00%	0.00%	0.00%

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

Withdrawal Rates – All others

Attained age	Years of service					
	0-1	1 – 2	2 – 3	3 – 4	4 – 5	5 +
20	26.60%	23.60%	21.60%	19.60%	17.60%	13.70%
25	23.10%	20.10%	18.10%	16.10%	14.10%	10.20%
30	20.00%	17.00%	15.00%	13.00%	11.00%	7.10%
35	18.80%	15.80%	13.80%	11.80%	9.80%	6.00%
40	17.80%	14.80%	12.80%	10.80%	8.80%	5.50%
45	16.80%	13.80%	11.80%	9.80%	8.10%	5.00%
50	15.80%	12.80%	10.80%	9.20%	7.60%	4.50%
55	14.80%	11.90%	10.30%	8.70%	7.10%	4.00%
60	13.90%	11.40%	9.80%	8.20%	6.60%	3.50%
65	13.40%	10.90%	9.30%	7.70%	6.10%	3.00%
70	12.90%	10.40%	8.80%	7.20%	5.60%	2.50%

Disability Rates – Amersham/Cytiva

Attained age	Male	Female
15	0.285%	0.428%
20	0.286%	0.429%
25	0.278%	0.417%
30	0.275%	0.413%
35	0.288%	0.432%
40	0.323%	0.485%
45	0.405%	0.608%
50	0.574%	0.861%
55	0.868%	1.302%
60	1.363%	2.045%
65+	0.000%	0.000%

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

Disability Rates – Pall Trinity Micro

Attained age	Rates of Disablement
30	0.06%
35	0.10%
40	0.16%
45	0.26%
50	0.45%
55	0.85%
60	1.20%
64	1.45%

Rationale for demographic assumptions

- Annuitant and non-annuitant **mortality** tables are prescribed by the IRS based on plan sponsor elections.
- Retirement – The retirement rates are based on an experience study undertaken in 2020 using data from 2015 – 2019 and the expectation that the future retirement patterns and circumstances of the employer will not differ significantly from the period studied. The only exception is for a specific group of Tektronix participants who are eligible for heavily subsidized early retirement benefits, and thus tend to retire earlier. The rates for Amersham/Cytiva were set by the prior actuary and reviewed for reasonableness.
- Because the plan benefits are frozen, the timing of paying the benefits is far more important for appropriately valuing the liabilities than the timing of leaving employment. Therefore, the **withdrawal decrement** is not a significant assumption and we use a standard national table. The rates for Amersham/Cytiva were set by the prior actuary and reviewed for reasonableness
- The **disability incidence** rates for Pall Trinity Micro and Amersham/Cytiva were set by the prior actuary and was reviewed for reasonableness.
- The **benefit commencement age** for terminated vested participants is based on an experience study completed in 2013 using data from 2009 through 2011 and the expectation that the future patterns will not differ significantly from the period studied. For Pall Cash Balance, the benefit commencement age for current deferred vested participants that terminated prior to August 1, 1999 was set by the prior actuary and was reviewed for reasonableness. For Amersham/Cytiva, the benefit commencement age was set by the prior actuary and reviewed for reasonableness
- **Form of payment :**
  - Tektronix
    - The form of payment for active participants and TV commencement age were updated for the 2012 valuation, based on an analysis of experience from 2008 to 2012.
    - The form of payment for current vested deferred was updated based on experience study undertaken in 2020 using data from 2015 – 2019 year.
  - For Beckman Coulter, form of payment was updated to reflect the recent experience study for the period January 1, 2016 through January 1, 2020 valuations (experience for 2015 through 2019).
  - For Pall Cash Balance and Pall Trinity Micro annuity and lump sum rates were set by the prior actuary and were reviewed for reasonableness.
  - For Amersham/Cytiva, form of payment assumptions were set by the prior actuary and were reviewed for reasonableness.

- For all others, the participants who have a cash balance or are eligible to receive a lump sum are assumed to elect a lump sum, based on experience that shows very few participants elect the actuarially equivalent annuity options.

Actuarial methods

Asset methods

The asset valuation method is an average of the adjusted market value for each year during the last two 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. For this purpose, participants with a break-in-service on the valuation date are treated as terminated participants.

- **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.

- 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 are 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.

Schedule SB, Part V — Summary of Plan Provisions

Summary of major plan provisions

Following is a summary of the major plan provisions used to determine the plan's financial position. It should not be used in determining plan benefits.

This plan is the former Supplemental Retirement plan of Joslyn Corporation. Several plans sponsored by the Danaher and Joslyn Corporations were merged into this plan. The prior plans have frozen benefits and have been termed "Component" plans. Effective January 1, 1997, the "cash balance" benefits were offered to all eligible Danaher employees. The details of the cash balance benefit are described in the "Cash Balance Component" Plan. Effective December 31, 2003, all active participants who were no longer receiving benefit accruals became 100% vested in all of their accrued plan benefits.

Component plans:

ACME M&M Plan
ACME Mansfield Plan
ACME Namco Plan
ACME Salaried Plan
A.L. Hyde Plan****
Amersham (former GE Healthcare) Biosciences Corp. Retirement Plan (Cytiva)
Allen Plan
Altoona Plan**
American Precision Industries Salaried Plan
Ammco Plan*
API Harowe-Servo Controls Hourly Compensated Plan
Beckman Coulter, Inc. Plan
Cash Balance Plan
Easco East Windsor
Easco Gastonia Plan***
Easco Salaried Plan
Easco Springdale Plan***
Easco Union 228 Plan
Easco Union 1570 Plan
Elizabethtown Plan****
Fluke Corporation Plan
Gilbarco Salaried Plan
Holo-Krome Plan*
Jacobs Plan**
Joslyn Clark Controls Plan
Joslyn Corporation Supplemental Plan
Joslyn Jennings Corporation Plan
K-D Nonunion Plan***
K-D Union Plan**
Keithley Instruments, Inc. Plan
Kollmorgen Salaried Plan
Leica Salaried Plan
Leica Union Plan
Pacific Scientific Company Plan
Pall Corporation Cash Balance Pension Plan
Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees
Siemens Healthcare Diagnostics, Inc. Cash Balance Plan
Sybron Kerr Union Plan
Sybron Retirement Security Plan
Tektronix Cash Balance Plan
Terryville Plan**
Thomson Floor Plan
Thomson Retirement Security Plan
Videojet Plan
Walworth Plan****

* Only former participants as of December 29, 1995 are covered.
** Only former participants as of December 31, 1995 are covered.
*** Only former participants as of December 31, 1996 are covered.
**** Only former retirees as of December 28, 1995 and active and terminated vested participants as of December 31, 1996 are covered.

A summary of plan provisions for each plan is described in the following pages.

Schedule SB, Part V — Summary of Plan Provisions

ACME M&M "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security disability benefits
• Benefit	Accrued benefit payable at the participant's disability retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Schedule SB, Part V — Summary of Plan Provisions

	Years of vesting service	**Amount**
	Less than 10	$1,000
	10 but less than 15	$2,500
	15 but less than 20	$3,500
	20 but less than 25	$4,500
	25 but less than 30	$6,000
	30 or more	$7,500
Form of benefits		
• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.	
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.	
• Optional forms	• 50% or 100% Joint and Survivor Annuity • 5 or 10 years Certain Annuity • Level Income option	
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually	
Miscellaneous		
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.	

Schedule SB, Part V — Summary of Plan Provisions

ACME Mansfield "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of the ACME M&M Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and completion of 10 years of vesting service.
• Benefit	Accrued benefit actuarially reduced from age at normal retirement date. If employee retires with 15 years of Vesting service, the accrued benefit is reduced by 2/5 of 1% per month preceding age 62, the Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	Not applicable

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

- Benefit prior to early retirement

The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	$1,000
10 but less than 15	$2,500
15 but less than 20	$3,500
20 but less than 25	$4,500
25 but less than 30	$6,000
30 or more	$7,500

Form of benefits

- Automatic form for unmarried participants: Life Annuity with a 5 year certain period.
- Automatic form for married participants: 50% Joint & Survivor Annuity actuarially reduced.
- Optional forms:
  - 50%, 66 2/3%, or 100% Joint and Survivor Annuity
  - 10 or 15 years Certain Annuity
  - Level Income option
- Optional form conversion factors:

Mortality:

1984 Unisex Pensioner's Mortality Table

Interest:

Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits: Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

ACME Namco "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of the ACME Namco Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service or age 60 with 10 years of Vesting Service.
• Benefit	Accrued benefit actuarially reduced from age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	The Participant is actively working as an Employee, has completed at least ten (10) years of Vesting Service, and has attained age thirty (30).
• Benefit	Accrued benefit payable at the participant's disability retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit actuarially reduced from the participant's early retirement date.

Schedule SB, Part V — Summary of Plan Provisions

Form of benefits	
• Automatic form for unmarried participants	Life Annuity with a 5 year certain period.
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 50% or 100% Joint and Survivor Annuity • 10 or 15 years Certain Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

ACME Salaried "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of September 30, 1996.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of the ACME Salaried Plan as of September 30, 1996. As of that date, the plan is frozen to future participation.
• Participation	As of September 30, 1996 the plan is frozen to future participation.
• Employee contributions	Not applicable
• Vesting service	The aggregate years, from the participant's date of hire, computed to the nearest 1/10th of a year.
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$15.75 times Vesting Service.
Normal retirement	
• Eligibility	Attainment of age 65 and five year anniversary from date of hire.
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
• Benefit	Accrued benefit reduced by 2/5 of 1% per month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	Not applicable

Schedule SB, Part V — Summary of Plan Provisions

Pre-retirement death

- Benefit prior to early retirement

The surviving spouse shall receive his or her designated share of the applicable amount determined in accordance to the following chart. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

Years of vesting service	Amount
Less than 10	$1,000
10 but less than 15	$2,500
15 but less than 20	$3,500
20 but less than 25	$4,500
25 but less than 30	$6,000
30 or more	$7,500

Form of benefits

- Automatic form for unmarried participants: Life Annuity with a 5 year certain period.
- Automatic form for married participants: Joint & Survivor Annuity actuarially reduced.
- Optional forms:
  - 50% or 100% Joint and Survivor Annuity
  - 10 or 15 years Certain Annuity
  - Level Income option
- Optional form conversion factors:

Mortality:

1984 Unisex Pensioner's Mortality Table

Interest:

Seven and one-half percent (7-1/2%) per annum, compounded annually

Miscellaneous

- Maximum benefits: Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

A. L. Hyde "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1991.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of the Retirement Plan for Hourly-Rated Employees of A. L. Hyde Company, a Division of Western Pacific Industries Inc., as of December 31, 1994.
• Participation	First of the month coincident with or next following completion of one year of continuous service.
• Employee contributions	Not applicable
• Vesting service	From date of hire.
• Credited service	From date of hire to December 31, 1991. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$10 times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit payable immediately upon attainment of age 65.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.
Pre-retirement death	
• Eligibility	3 years of vesting service.

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• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Amersham (former GE Healthcare) Biosciences Corp. Retirement Plan (Cytiva)

Effective date and plan year	Original Plan Effective date: July 1, 1998 Restated: January 1, 2016 Plan year: January 1 through December 31.
Status of the plan	The plan froze benefit accruals and future participation as of November 28, 2004.
Significant events that occurred during the year	Effective December 31, 2021, this plan was merged into the Danaher pension plan.
Definitions	
• Covered employees	Employees of the company become participants after completing one year of service and attaining age 21. Former Amersham and Pharmacia participant became participants on the effective date.
• Participation	As of November 28, 2004 the plan is frozen to future participation.
• Grandfathered Participant	Amersham participant who Attained age 55 and completed at least 5 years of vesting service as of January 1, 1999.
• Grandfathered Amersham Participant	Amersham participant who (a) Attained age 55 and completed at least 10 years of service as of January 1, 1997 and (b) participated in the Amersham Pension Plan on January 1, 1997.
• Employee contributions	Not applicable
• Vesting service	One year of vesting service is credited for each plan year in which the employee completes 1,000 hours of service.
• Credited service	One year of credited service is credited for each plan year in which the employee completes 1000 hours of service. If, in the plan year of termination, the employee completes less than 1,000 hours of service, 1/12 of a year will be credited for each month in which the employee worked beyond the 14th of the month. For former Amersham and Pharmacia participants, service will include years of credited service that were credited on June 30, 1998 under the Amersham Pension Plan of Pharmacia U.S. Inc. Retirement Plan respectively, provided that any Amersham or Pharmacia participant not credited with a year of credited service under the Amersham Pension Plan or Pharmacia U.S. Inc. Retirement Plan for the period from January 1, 1998 through June 30, 1998 will be credited with an additional year of credited service provided he is credited with at least 1,000 hours of service during 1998. Credited service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Covered Compensation	1/12th of the participants average of the taxable wage base on effect for each calendar year during the 35 year period ending with the last day of the calendar year in which the participant attains or will attain Social Security Retirement Age.
• Monthly Compensation	Compensation including overtime, bonuses and commissions but excluding moving expenses, severance allowances, deferred compensation, car

Schedule SB, Part V — Summary of Plan Provisions

	allowance, imputed income, retention bonuses, and perquisite pay, subject to the 401(a)(17) limits.
• Final Average Monthly Compensation	Highest monthly average obtained when the sum of any 60 consecutive monthly compensation amounts during the participant's final 120 months of employment (or prior to November 29, 2004 if earlier) is divided by 60. If the participant has worked fewer than 60 months, the sum of his monthly compensation for his entire employment period is divided by the number of complete months for which he was compensated.
Normal retirement	
• Eligibility	Attainment of age 65
• Benefit	The monthly normal retirement benefit is the greater of (1), (2), (3), or (4). (1) All participants: (a) 1.25% of final average monthly compensation times years of credited service (maximum 35); plus (b) 0.40% of final average compensation in excess of covered compensation multiplied by years of credited service (maximum 35). (2) Former Amersham participants who were age 55 with 10 years of service as of December 31, 1996: 2.00% of final average monthly compensation times years of credited service (maximum 30). (3) Former Amersham participants who were age 55 with five years of service as of December 31, 1998: 1.67% of final average monthly compensation times years of credited service (maximum 35). (4) Prior plan accrued benefit as of June 30, 1998.
Early retirement	
• Eligibility	Participants who terminate employment after age 55 with five years of vesting service.
• Benefit	Normal retirement benefit reduced by 4/12% for each month before age 62 Former Amersham participant: Normal retirement benefit (2) above reduced by 5/12% for each month before age 65.
Late retirement	
• Eligibility	First day of the month coincident with or next following a participant's termination date after the normal retirement date.
• Benefit	Normal retirement benefit actuarially increased to the commencement date.

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Deferred vested	
• Eligibility	5 years of vesting service
• Benefit	Normal retirement benefit reduced by 5/12% for each month before age 65, the payments can start from as early as age 55.
Disability	
• Eligibility	Participation in long-term disability plan.
• Benefit	Continued accrual of vesting and credited service (until plan freeze).
Pre-retirement death	
• Eligibility	Age 65 or 5 years of vesting service
• Benefit before retirement benefit	Half of the benefit the participant would have received if terminated on the day of his/her death (if active); survived to his/her earliest retirement age, and retired with an immediate 50% joint and survivor payment form.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	• Life Annuity • 5-years certain and Life Annuity • 10-years certain and Life Annuity • 50% Joint and Survivor • 75% Joint and Survivor • 100% Joint and Survivor
• Actuarial Equivalence	Mortality: 1983 GAM Unisex Table with a 7% interest rate
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Allen "Component" Plan

Effective date and plan year	Original plan: January 1, 1951 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1976
Status of the plan	The plan was frozen as of January 1, 1984
Significant events that occurred during the year	None
Definitions	
• Eligibility	All former employees of The Allen Manufacturing Company
• Employee contributions	Not Applicable
• Vesting service	One year of vesting service after completing 1,000 vesting hours.
• Credited service	Service under the prior plan
• Accrued benefit	A former employee's benefit amount is the benefit accrued as of January 1, 1984. Accrued benefit information was provided by the Plan sponsor.
Normal retirement	
• Eligibility	The Participant's age sixty-two (62).
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 10 years of vesting Service.
• Benefit	Reduced benefit based on a monthly percentage reduction as outlined in Appendix P of the plan document.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	Not applicable
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	100% Joint and Survivor Annuity

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• Optional form conversion factors	Mortality: • with respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and • with respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Altoona "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	The plan was frozen as of March 1, 1996
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Participants of Retirement Plan for Bargaining Unit Employees of the Altoona, Pennsylvania Plant of Veeder-Root Company, as in effect immediately prior to the Transfer and as in effect immediately prior to its merger into the Master Plan on December 31, 1995.
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not Applicable
• Vesting service	From date of hire.
• Credited service	From eligibility date. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$17.75 (effective February 1, 1994) times credited service up to a maximum of 35 years. Prior to February 1, 1990 service was capped at 30 years.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 55 and 5 years of Vesting service

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Pre-retirement death	
• Benefit	50% Joint and Survivor coverage
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint and Survivor
• Optional forms	• 100% Joint and Survivor Annuity • Lump sum option if amount does not exceed $5,000 • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

American Precision Industries Salaried "Component" Plan

Effective date and plan year	Original plan: February 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Frozen as of December 30, 2000.
Significant events that occurred during the year	None
Definitions	
• Sponsoring employer	American Precision Industries, Inc.
• Eligibility	December 31 of the year in which becoming an Employee.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year during which a Participant earns at least 1,000 hours of service.
• Credited service	After December 31, 1991, the sum of the Years in which the Employee has been credited with at least 1 hour of service. Service prior to December 31, 1991 was determined according to a fractional schedule defined in the Plan. **Credited Service frozen as of December 30, 2000.**
• Compensation considered	A Participant's compensation shall be considered to include mounts which the Participant deferred after December 30, 1984 pursuant to his election under a qualified cash or deferred arrangement (as defined in Section 401(k)(2) of the Code).
• Average annual Compensation	The average of the greatest five consecutive years of earnings, or all years of earnings if there are fewer than five, taking into account no more than ten years of earnings immediately preceding the date of termination.
• Accrued benefit	Monthly amount equal to 1% of Average Monthly Earnings multiplied by the Participant's Benefit Service. With respect to Participants with salaries in excess of $150,000 on December 31, 1995, the benefit is the greater of the accrued benefit on December 30, 1994 or the sum of the accrued benefit on December 30, 1994 plus the benefit accrued under the benefit formula using benefit service beginning on December 31, 1994.
Normal retirement	
• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Age 55
• Benefit	Accrued benefit reduced by one-half percent for each month by which the Early Retirement Date precedes the Normal Retirement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Participants who have at least three years of Vesting Service has a non-forfeitable right to the percentage of their Accrued Benefit.
Disability	
• Eligibility	Age 50 and 15 years of credited service
• Benefit	Accrued benefit
Pre-retirement death	
• Eligibility	3 years of vesting service
• Benefit	50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option. If the Participant is not eligible for a pre-retirement death benefit, there will be paid to his/her beneficiary, a one-sum cash payment equal to the Participant's Contributions with interest, if any.
• Benefit after normal Retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	Joint and survivor annuity
• Optional forms	• Joint and survivor annuity • Life annuity with 120 monthly payments guaranteed • Cash option • Cash plus annuity option. • Level Income option
• Optional form conversion factors	Mortality: 1951 Group Annuity Mortality Table for Males projected to 1970 by Scale C Interest: Six percent (6%) per annum, compounded annually.
Miscellaneous	
• Cost of living expenses	None
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Ammco "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals and future participation as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	Employees become plan participants after both attaining age 21 and completing one year of service.
• Employee contributions	Not applicable.
• Vesting service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour "anniversary years" or years credited to seniority with the company regardless of hours worked. No service shall be credited before age 18 for vesting purposes.
• Credited service	Service consists of the last period of continuous employment with the employer prior to retirement, measured in 1,000 hour "anniversary years" or years credited to seniority with the company regardless of hours worked. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$18.50 (effective January 1, 1994) times the number of years of credited service.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of vesting Service.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 60 and 5 years of service
• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	67.18%
61	72.36
62	78.14
63	84.60
64	91.84
65	100.00

Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of Severance from Service date, payable at Normal Retirement Benefit
Disability	
• Eligibility	Eligible for Social Security disability benefits
• Benefit	Accrued Benefit as of Disability Retirement Date, payable upon attainment of 10 years of Vesting service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• 50% or 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males Interest: Seven percent (7%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

API Harowe-Servo Controls, Inc. Hourly Compensated "Component" Plan

Effective date and plan year	Original plan: May 1, 1976 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan froze benefit accruals as of April 30, 2003.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Sponsoring employer	Danaher Corporation
• Plan name	Harowe-Servo Controls, Inc. Hourly-Compensated Employees' Pension Plan
• Covered employees	Any hourly-compensated person who is employed by the Employer. An individual who performs services for the Employer pursuant to an agreement between the Employer and an employee leasing organization shall not be considered to be an Employee.
• Participation	Employees will be eligible for participation on the date on which they have attained age 18 and completed one year of Participation Service. Participation is effective on the May 1 or November 1 coinciding with or next following the date the Employee becomes eligible for participation.
• Employee contributions	None
• Vesting service	A Plan Year during which a Participant has at least 1,000 hours of service. Any service preceding a Participant's 19th birthday and plan years prior to May 1, 1966 are excluded.
• Credited service	The sum of the Plan Years in which the Employee has been credited with at least 1,000 hours of service. Prior to May 1, 1976 Credited Service was determined from date of hire using full years and fractions to the nearest month. Credited Service shall not exceed 40 years beginning on and after December 1, 1997. **Credited Service frozen as of April 30, 2003.**
• Accrued benefit	Monthly amount equal to $12.50 times Credited Service to a maximum of 40 years.
Normal retirement	
• Eligibility	The first day of the calendar month coincident with or next following the later of age 65 and the fifth anniversary of the effective date of participation.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The monthly accrued benefit reduced by 5/9ths of 1% for each of the first 60 months and 5/18ths of 1% for each of the next 60 months by which the Early Retirement Date proceeds Normal Retirement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.

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• Benefit	Employment may continue beyond Normal Retirement Date. The monthly benefit payable shall be the greater of the monthly accrued benefit determined as of the Deferred Retirement Date or the monthly benefit as of age 65 actuarially adjusted to reflect later retirement.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Nonforfeitable right to the percentage of his or her accrued benefit.
Disability	Not applicable
Pre-retirement death	
• Eligibility	3 years of Vesting service.
• Benefit prior to early Retirement	50% of the amount that would have been payable to the Participant under the 50% Joint and Survivor option.
• Benefit after normal Retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Optional forms	• Contingent Annuitant Option with 50%, 75% or 100% payable to the surviving spouse • Life Annuity with 60, 120 or 180 monthly payments guaranteed • Period Certain Annuity with 60, 120 or 180 monthly payments only • Cash Settlement Option • Lump Sum
• Optional form conversion factors	**Lump Sum form of payment:** Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act (“PPA”), in effect at the determination date Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant’s distribution is made. **All other forms:** Mortality: 1983 Group Annuity Table for Males, with a two (2) year setback in age for a Participant and an eight (8) year setback in age for Beneficiaries. Interest rate: Four percent (4%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Beckman Coulter, Inc. Pension Plan

Effective date and plan year	Original plan: July 27, 1989 Restated plan: January 1, 2011 Plan year: January 1 to December 31
Status of the plan	The plan froze participation on January 1, 2007, and froze benefit accruals for employees who are not age 40 or older with 5 or more years of credited service as of December 31, 2006. Benefit accruals for all employees ceased on December 31, 2011.
Significant events that occurred during the year	None
Definitions	
• Covered employees	
• Participation	Each employee is eligible for coverage on the first day of the month after completing one year of service. Employees hired after January 1, 2007, are not eligible.
• Old formula participant	An individual who was a Participant at any time during the period commencing January 1, 1989 and ending June 30, 2000, but who was not an Employee on or after July 1,2000.
• Grandfathered participant	A Participant who was an Employee as of both June 30, 2000 and July 1, 2000.
• Revised formula participant	A Participant who becomes an Employee on or after July 1, 2000, but who was not an Employee or a Former Participant as of June 30,2000
• Employee contributions	None
• Vesting service	Whole years from date of hire
• Credited service	The sum of whole and fractional years of continuous service accrued before July 1, 1976, as determined under the Old Beckman Plan as constituted on June 30,1976; and the whole and fractional years obtained by dividing three hundred sixty-five into days of service after June 30, 1976. **Credited service frozen effective December 31, 2011.**
• Pensionable earnings	Earnings shall include the following: Regular earnings, overtime, sick pay, shift differential, shift premium, vacation pay, differential military pay, Variable Pay, call-in pay, patent payments, published article payments paid prior to 1989, holiday gifts paid prior to 1989, individual bonuses paid prior to 1989, and holiday pay. Basic Earnings also include any amounts contributed to a plan qualifying under Sections 401(k), 132(f)(4) or 125 of the Code as salary reduction contributions. No earnings earned after December 31, 2011 will be reflected.
• Final average earnings	The annual average of a Participant’s highest 60 consecutive months of earnings.
• Final average compensation	The average of a Participant's three final years of earnings, up to the maximum Social Security wage base each year.

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• Primary Social Security benefit	The monthly primary social security amount of old age insurance benefit or benefits determined as of the Normal Retirement Date under the Federal Social Security Act, and/or the social security system of any foreign government as in effect as of the participant's last Separation from the Service.
• Covered Compensation	The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the Participant attains (or will attain) Social Security Retirement Age.
• Minimum benefit	$200 per month for participants who were both an employee and a participant continuously during the 2001 plan year.
• Grandfathered benefit	The greater of: • 1.7% of the final average earnings multiplied by years of service to a maximum of 35 years, plus 0.5% of final average earnings for each year of service above 35, less 0.65% (0.50% if over age 55 with 20 or more years of service) of the lesser of Covered Compensation and final average compensation for each year of service up to 35 years; and • 1.15% of final average earnings up to $30,000 annually plus 1.6% of final average earnings between $30,000 and $50,000 annually, multiplied by years of service to a maximum of 25 years. Grandfathered participants accrued benefits under the above formulas until December 31, 2005. Benefit accruals frozen effective December 31, 2011.
• Revised Formula benefit	1.2% of the final average earnings plus 0.8% of the excess of final average earnings over the Social Security wage base multiplied by years of service. Benefit accruals frozen effective December 31, 2011.
Normal retirement	
• Eligibility	The first day of the month coincident with or next following the date the Participant attains age 65 and completes 1 year of participation.
• Benefit – Old formula participant	The Grandfathered benefit
• Benefit – Grandfathered participant	The greater of the Grandfathered benefit through December 31, 2005; and the Revised Formula benefit.
• Benefit – Revised formula participant	The Revised Formula benefit
Early retirement	
• Eligibility	The first day of any month coincident with or next following the completion that number of years of vesting service (not less than five) which when added to the participant's age at the most recent birthday equals sixty-five.
• Benefit – Old formula participant	<u>Basic benefit reduction factor:</u> Reduction factor applied to the basic benefit derived from final average earnings: • 5% for each year between ages 65 and 55, plus • 2-2/9% for each year between ages 55 and 50, plus • 3-1/3% for each year between ages 50 and 45, plus • 1-2/3% for each year between ages 45 and 40, plus • 1% for each year between ages 40 and 35, plus • ½% for each year below 35.

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If age 55 or over, the reduction is lessened by 1-1/2% for each year of service over 20 with a maximum of 10 years ("addback"). The reduction factor cannot be less than zero.

- Benefit – Old formula participant (continued)

Offset Percentage Reduction Factor:

Percentage applied to the lesser of Covered Compensation and final average compensation between ages 55 and 65 depends on the Early Retirement Reduction Factor in effect at early retirement. Percentages below age 55 are the actuarial equivalent of the age 55 percentage.

Age	ERF less than 100%	ERF equal to 100%
65	0.650%	0.500%
64	0.600%	0.500%
63	0.550%	0.500%
62	0.500%	0.500%
61	0.475%	0.475%
60	0.450%	0.450%
59	0.425%	0.425%
58	0.400%	0.400%
57	0.375%	0.375%
56	0.340%	0.340%
55	0.300%	0.300%

Benefit accruals frozen effective December 31, 2011.

- Benefit – Grandfathered participant

The early retirement benefit described for the Old formula participant. Benefit accruals frozen effective December 31, 2011.

- Benefit – Revised formula participant

The Revised Formula benefit as of the early commencement date with the following reduction percentages applied to the benefit formula:

- No reduction for each year between ages 65 and 62,
- 4% for each year between ages 62 and 59, plus
- 6% for each year between ages 59 and 50, plus
- 2% for each year between ages 50 and 40, plus
- 1% for each year between ages 40 and 37, plus
- ½% for each year between ages 37 and 29, plus
- ¼% for each year below 29.

Benefit accruals frozen effective December 31, 2011.

Late retirement

- Eligibility

The first day of any month after normal retirement

- Benefit

A Participant may work beyond their normal retirement date, accruing additional retirement benefits for the periods of service after their normal retirement date. Benefit accruals frozen effective December 31, 2011.

Deferred vested

- Eligibility

Completion of five or more years of service or age 65 or older and one year of participation.

- Benefit

The minimum, grandfathered, or revised formula benefit as applicable

Disability

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• Eligibility	The date the participant elects, not later than the Normal Retirement Date, provided the Participant has completed at least five years of vesting service and is determined by the Social Security Administration to have been permanently and totally disabled under the Social Security Act.
• Benefit	The early retirement benefit payable based on final average earnings and Social Security wage base at the time of disablement. If eligible, a Participant will continue to earn benefit service during disability until the earlier of age 65, the date they elect to receive a benefit from the Plan, or the date the disability ends. The benefit will then be calculated based upon final average earnings at the time the Participant became disabled and total benefit service, including the benefit service earned while disabled. Benefit accruals frozen effective December 31, 2011.
Pre-retirement death	
• Benefit before normal retirement	A Beneficiary will be eligible to receive a lump sum benefit equal to the actuarial equivalent value of the participant's normal retirement benefit at the time of death. A Beneficiary can choose to receive the lump sum benefit as an immediate annuity payable for their life. A Surviving Spouse will be eligible to elect to receive a lump sum benefit as described above or a monthly benefit equal to what the Surviving Spouse would have received under the contingent beneficiary option with 50% continuation of benefits. The benefit is determined based on the pension earned at the time of death and is payable to the surviving spouse on the first day of the month following the month the Participant would have been eligible for early retirement benefits had the Participant terminated on the date of their death. For Participants who were not employees as of November 17, 2000, a death benefit is payable only to a Surviving Spouse in the form of a monthly benefit as described above.
• Benefit after normal Retirement	As provided under the elected form of payment of retirement benefit.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• Single life annuity • Joint and 50%, 66 2/3%, 75%, or 100% survivor annuity • 5, 10, 15, or 20 year certain and life annuity • Social Security level income option • Cash refund annuity • Lump sum A lump sum is mandatory if the present value of the normal retirement benefit is under $5,000. This amount changed to $1,000 effective February 28, 2005.
• Optional form conversion factors	**For Social Security level income and lump sum options:** Mortality:

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	The table prescribed by Revenue Ruling 2007-67, and for each subsequent Plan Year shall be the table prescribed by the Secretary of the Treasury based on the mortality table specified for the Plan Year under Code Section 430(h)(3)(A) (without regard to subparagraphs (C) or (D) of such Section). Interest rate: The adjusted first, second and third segment rates as provided in Code Sections 417(e)(3)(C) and (D) for the month of November immediately preceding the first day of the Plan Year in which the distribution occurs. **For all other forms of payment:** Mortality: 1971 GAM Mortality table for males, with age set-back 2 years Interest rate: 7.00%
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Cash Balance "Component" Plan

Effective date and plan year	Original plan: January 1, 1997 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	All future cash balance accruals were frozen as of March 4, 2012.
Significant events that occurred during the year	None
Definitions	
• Covered employees	Immediate eligibility at January 1, 1997 for participants of 401(k) plan. For individuals not eligible at January 1, 1997, the participation commences at the January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service.
• Participation	January 1 or July 1 coincident with or next following the later of (i) the date that the individual became an Employee or (ii) the date the individual completes one year of service. Effective after March 4, 2012, no Employee shall be a participant under the plan.
• Employee contributions	Not applicable
• Year of service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Vesting service	3 years of service for employees on January 1, 1995, and on or after January 1, 2008. 5 years of service for employees after January 1, 1995, and before January 1, 2008. Immediate vesting upon disability or death during employment. All employees are fully vested in their accrued benefit on March 4, 2012.
Cash balance account	
• Initial account balance	$0
• Compensation credit	Danaher amended the plan as of December 31, 2003 to cease all future cash balance accruals for all participants except for those at Kollmorgen EO and API Harowe-Servo. • Danaher amended the plan as of February 6, 2012 to cease all future cash balance accruals for participants at Kollmorgen EO as of February 6, 2012, and API Harowe-Servo as of March 4, 2012.
• Interest credits	For Plan Years beginning before 1/1/2000 - interest crediting rate is based on participant's election under one of the investment options offered by the Plan. After 1/1/2000, the interest crediting rate is the 30-year Treasury rate for the November prior to the plan year.

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• Projected cash value	Projected cash balance account from the valuation date to participant's normal retirement date based on interest crediting rate of the applicable interest rate, or the cash balance in the participant's account as of the valuation date, if the valuation date does not precede the normal retirement date.
• Credited service	The first 365 consecutive days during the participant's Continuous Service or any subsequent period of 365 consecutive days during such Continuous Service
• Accrued benefit	A single life annuity payable at the participant's normal retirement age that is the actuarial equivalent of the participant's projected cash balance account as of the date of termination.
Normal retirement	
• Eligibility	Age 65
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	The earlier of age 55 and 5 years of service or age 65
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	The actuarial equivalent of the projected cash value discounted from the normal retirement age.
Disability	Not applicable
Pre-retirement death	
• Benefit	The actuarial equivalent of the participant's projected cash value payable to the spouse.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	50% joint and survivor annuity
• Optional forms	• 50% Joint and Survivor Annuity • Single Life Annuity • Lump Sum Distribution

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• Optional form conversion factors	Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act (“PPA”), in effect at the determination date Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant’s distribution is made.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco East Windsor "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of June 2, 1991.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	One year of Eligibility Service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service
• Credited service	See table below
	Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	$16.50 (effective March 17, 1990) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 57 and 5 years of Vesting Service.

Credited hours plus military hours during plan year	Credited service for year
1615 or more	1 year
1445 but less than 1615	0.9 year
1275 but less than 1445	0.8 year
1105 but less than 1275	0.7 year
935 but less than 1105	0.6 year
765 but less than 935	0.5 year
585 but less than 765	0.4 year
425 but less than 595	0.3 year
255 but less than 425	0.2 year
85 but less than 255	0.1 year
Less than 85	none

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• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred benefit:

Age at Retirement	Percentage
57	60.89%
58	67.01%
59	73.87%
60	81.57%
61	90.23%
62	100.00%

Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service.
Pre-retirement death	
• Benefit prior to early Retirement	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Level Income option

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• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco Gastonia "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	One year Eligibility Service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service
• Credited service	**Credited hours plus military hours during plan year** / **Credited service for year** 1615 or more / 1 year 1445 but less than 1615 / 0.9 year 1275 but less than 1445 / 0.8 year 1105 but less than 1275 / 0.7 year 935 but less than 1105 / 0.6 year 765 but less than 935 / 0.5 year 585 but less than 765 / 0.4 year 425 but less than 595 / 0.3 year 255 but less than 425 / 0.2 year 85 but less than 255 / 0.1 year Less than 85 / none **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$10 (effective January 1, 1989) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 60 and 5 years of Vesting Service.

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• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	59.124%
61	65.402
62	72.487
63	80.508
64	89.618
65	100.000

Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten year certain annuity. • Level Income option

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• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco Salaried "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1988.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final Average pay plan
• Normal form	60 monthly payments Certain and For Life thereafter.
• Eligibility	Age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	One (1) year of Vesting Service for each Plan Year during which the Participant completes at least one thousand (1,000) Vesting Hours.
• Credited service	Credited service has been frozen.
• Compensation considered	W-2 compensation
• Average annual compensation	Highest three consecutive years out of the five years prior to retirement.
• Accrued benefit	Monthly benefit of 1.75% of Final Monthly Average Earnings for the first 20 years of service, plus 1.5% of Final Monthly Average Earnings for the next ten years of service, offset by 1.75% of Social Security for the first 20 years of service and 1.5% of Social Security for the next ten years of service. Employees who were members of the Plan prior to July 1, 1982, will receive a minimum of the benefit computed under the prior Plan based on Final Average Earnings defined below. Final Average Earnings for the minimum benefit are determined as follows: A. For employees who were 100% vested in the prior plan, earnings continue with salary increases until retirement. B. For employees who were eligible to retire within five years of July 1, 1982, earnings are increased for five years and then remain level until retirement. C. For employees not vested or within five years of retirement as of July 1, 1982, earnings remain level until retirement. **Credited Service has been frozen. Accrued Benefit information was provided by the plan sponsor.**
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years vesting service.

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• Benefit	Benefit is reduced by 5% per year if payable prior to age 62.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Benefit payable at Normal Retirement based on Final Average Earnings as of date of disability but service at actual retirement, payable upon attainment of one year of service.
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	60 monthly payments Certain and For Life thereafter.
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Ten years certain annuity
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, where, for such purposes, a Beneficiary of a Participant shall be assumed to be two (2) years younger than the Participant, if applicable. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco Springdale "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	From date of hire
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service
• Credited service	**Credited hours plus military hours during plan year** / **Credited service for year** 1615 or more / 1 year 1445 but less than 1615 / 0.9 year 1275 but less than 1445 / 0.8 year 1105 but less than 1275 / 0.7 year 935 but less than 1105 / 0.6 year 765 but less than 935 / 0.5 year 585 but less than 765 / 0.4 year 425 but less than 595 / 0.3 year 255 but less than 425 / 0.2 year 85 but less than 255 / 0.1 year Less than 85 / none **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$10.50 (effective April 12, 1991) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 60 and 5 years of Vesting Service.

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• Benefit	An immediate pension commencing at early retirement equal to the following percentage of the deferred pension under subparagraph (a):

Age at Retirement	Percentage
60	59.124%
61	65.402
62	72.487
63	80.508
64	89.618
65	100.000

Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Ten years certain annuity. • Level Income option

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• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco Union 228 "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	One year of eligibility service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service
• Credited service	

Credited hours plus military hours during plan year	Credited service for year
1615 or more	1 year
1445 but less than 1615	0.9 year
1275 but less than 1445	0.8 year
1105 but less than 1275	0.7 year
935 but less than 1105	0.6 year
765 but less than 935	0.5 year
585 but less than 765	0.4 year
425 but less than 595	0.3 year
255 but less than 425	0.2 year
85 but less than 255	0.1 year
Less than 85	none

	Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	$19.95 (effective May 17, 1993) times the number of years of credited service.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 57 and 5 years of Vesting Service.

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• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten years certain annuity. • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with no setback in age for a Participant and a six (6)-year setback in age for a Beneficiary, where, for such purposes, a Beneficiary of a Participant shall be assumed to be three (3) years younger than the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Easco Union 1570 "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of July 31, 1990.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	One year of eligibility service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 hours of service
• Credited service	**Credited hours plus military hours during plan year** / **Credited service for year** 1615 or more / 1 year 1445 but less than 1615 / 0.9 year 1275 but less than 1445 / 0.8 year 1105 but less than 1275 / 0.7 year 935 but less than 1105 / 0.6 year 765 but less than 935 / 0.5 year 585 but less than 765 / 0.4 year 425 but less than 595 / 0.3 year 255 but less than 425 / 0.2 year 85 but less than 255 / 0.1 year Less than 85 / none **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$13.50 (effective January 1, 1989) times the number of years of credited service.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 57 and 5 years of Vesting Service.

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• Benefit	Accrued reduced by 1/2% for each month preceding age 62, Early Commencement Date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Accrued Benefit accrued to Disability Retirement Date, payable upon attainment of 10 years of Vesting Service
Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five or ten year certain annuity. • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Elizabethtown "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$11 (effective March 1, 1989) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service.
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon attainment of age 50 and 15 years of Vesting Service.

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Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 75% or 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Fluke Corporation "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan with $ per month per year of service minimum
• Eligibility	Participants of the Fluke Plan as of December 31, 1998. As of that date, the plan is frozen to future participation.
• Employee contributions	Not applicable.
• Vesting service	Same as Credited Service
• Credited service	From date of hire **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	Accrued benefit equals (1) - (2) multiplied by years of service (maximum 30). 1. 1/3% of highest average earnings. 2. 0.56% of participant's Covered Compensation.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 15 years of Vesting Service.
• Benefit	Accrued benefit is reduced 5/12% for each month prior to age 62 (if participant has 30 years of service) or 65 (if participant has less than 30 years of service).
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	3 years of vesting service.
• Benefit	Benefit accrued at date of disability payable at normal retirement date.
Pre-retirement death	
• Benefit	The surviving spouse shall receive 100% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date.

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Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50% or 100% Joint and Survivor Annuity • Optional Lump Sum for benefits accrued prior to April 30, 1993, if greater than $5,000, but less than $10,000. • Level Income option
• Optional form conversion factors	For purposes of determining an optional form of payment of the Pension, actuarial equivalency shall be determined using whichever of the following results in the larger benefit: 1. The amount determined with respect to the benefit accrued as of December 31, 1995 using the following: A. Mortality: 1984 Unisex Pensioner's Mortality Table. B. Interest Rate: The interest rate or rates that would be used by the Pension Benefit Guaranty Corporation ("PBGC") for purposes of determining the present value of benefits upon termination of an insufficient, trusteed single-employer plan on the first day of the second month before the month in which payment of benefits starts. For payments before October 1, 1990, the PBGC rate or rates in effect under the Fluke Plan on September 30, 1989, shall be used if a larger benefit would result. 2. The amount determined with respect to the entire accrued benefit using the 1983 Group Annuity Mortality Table, with male annuity factors weighted fifty percent (50%) and female annuity factors weighted fifty percent (50%) and the "applicable interest rate," as such term shall be defined in Code Section 417(e)(3)(a), as determined for the third month preceding the Annuity Staring Date; provided, however, that with respect to Annuity Starting Dates on or after January 1, 2008, the phrase “rate of interest on 30-year Treasury Securities” shall be substituted for the phrase “‘applicable interest rate,’ as such term shall be defined in Code Section 417(e)(3)(a).” 3. With respect to a Pension payable under Section 7.3(d) of this Plan to a Fluke Participant who shall have attained age fifty-five (55) and calculated pursuant to Section 8.2(d) of this Plan, the actuarial assumptions for purposes of any such calculation shall be determined on a monthly basis and not an annual basis.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Gilbarco Salaried Plan

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31

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Status of the plan	The plan was frozen as of December 31, 2002.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	Age 18
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 Hours of service.
• Credited service	**Credited Service was frozen as of December 31, 2002.**
• Accrued benefit	1.25% of Average Final Compensation (3 years) times service plus 0.60% of Average Final Compensation in excess of the Social Security Covered Compensation, times years of Credited Service (maximum 35 years).
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55
• Benefit	Accrued Benefit unreduced at age 62 with 3% per year reductions from age 62 to age 60 and 5% per year reductions from age 60 to age 55. An early retirement supplement is provided for participants with 15 years of plan service who elect early retirement. The supplement amount is paid monthly until age 62. The monthly amount is $125 at age 55, $130 at age 56 and so on up to $150 per month.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit as of Normal Retirement Date, payable upon attainment of 5 years of Vesting service.

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Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity, actuarially reduced
• Optional forms	• 50% or 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Holo-Krome "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	Completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor**.
• Accrued benefit	$14 (effective January 1, 1989) times credited service up to a maximum of 35 years.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of Vesting Service
• Benefit	Accrued Benefit.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	The accrued pension beginning at normal retirement.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Long Term Disability Plan Benefit

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Pre-retirement death	
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor
• Optional forms	• Any percentage up to 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one–half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Jacobs "Component" Plan

Effective date and plan year	Original plan: September 15, 1950 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	October 1, 1992
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	All employees in the appropriate Bargaining Unit.
• Employee contributions	Not applicable.
• Vesting service	Prior to 1/1/76: One year of service for each plan year in which the employee completed one hour of service; On and after 1/1/76: One year for each plan year in which the employee is compensated for 1,000 or more hours; otherwise, unless the person terminates in that plan, no credit is given. If the person terminates within the Plan year, partial credit is given.
• Credited service	On and after 1/1/76: 1/10th year for each 170 hour compensated in a calendar year, with a maximum of one year of credit for 1,700 hours. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$19 times the number of years of credited service.
Normal retirement	
• Eligibility	Attainment of age 65; for former Allen employees, attainment of age 62
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 10 years of Vesting Service
• Benefit	The accrued benefit either commencing at age 65 or early retirement age reduced by 6-2/3% for each year prior to age 62; for former Allen employees the reduction is 3.6% for each year prior to 62 and 1.8% for each year prior to age 57.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	After 5 years of vesting service.
• Benefit	Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Date.

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Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Two times Normal Retirement Benefit, payable upon attainment of 10 years of Vesting service.
Pre-retirement death	
• Eligibility	All married vested employees are eligible.
• Benefit	Benefit is payable on what would have been the employee's earliest retirement date had the employee terminated just prior to death. Benefit is equal 55% of the employee's vested accrued benefit payable on a reduced basis.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Life Annuity
• Optional forms	Level Income option
• Optional form conversion factors	Mortality: • With respect to a Participant, the 1979 George B. Buck Mortality Table for Males, and • With respect to the Spouse of a deceased Participant, the 1979 George B. Buck Mortality Table for Females. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Joslyn Clark Controls "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan was frozen for participation and future benefit accruals.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	Hourly paid employees of the Company at the Lancaster, South Carolina plant, if not eligible for any other plan.
• Vesting service	For service prior to January 1, 1976, vesting service is equal to credited service; provided that, in any year in which an employee is credited with 1,000 hours, he shall be credited with a full year of vesting service. After December 31, 1975, an employee will accrue one year of vesting service for each year in which the employee is credited with 1,000 hours, including hours absent on an approved leave of absence; provided, however that, if hours are less than 1,000, a fractional year will accrue equal to the ratio of hours to 1,700.
• Credited service	Prior to January 1, 1967, continuous service from date of hire. From January 1, 1967 to January 1, 1976, one year of service for each calendar year in which plan participant is credited with 1,700 hours of service or proportional credit if less than 1,700. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accredited service	For service prior to January 1, 1997, accredited service is equal to credited service. After December 31, 1975, an employee will accrue one year of accredited service for each year in which employee is credited with 1,700 hours, including hours absent or approved leave of absence or a proportional credit if less than 1,700.
• Accrued benefit	$13.75 times the number of years of credited service.
Normal retirement	
• Eligibility	Age 65
• Benefit	For normal retirements occurring on or after July 20, 1994, the monthly retirement benefit is equal to $11.00 per year of accredited service prior to July 20, 1994 plus $11.50 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1995, the monthly retirement is equal to $11.00 per year of accredited service prior to July 20, 1994 plus $12.00 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1996, the monthly retirement benefit is equal to $11.00 per year of accredited service prior to July 20, 1994 plus $12.75 per year of accredited service after July 20, 1994. For normal retirements occurring on or after July 20, 1997, the monthly retirement benefit is equal to $11.00 per year of accredited service prior to July 20, 1994 plus $13.75 per year of accredited service after July 20, 1994.

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Early retirement	
• Eligibility	Age 55 and 15 years of service or age 60 and 10 years of service.
• Benefit	Accrued pension reduced by .6% per month for the first 60 months preceding normal retirement; further reduced by .3% per month for the next 60 months preceding normal retirement.
Deferred vested	
• Eligibility	3 years of service.
• Benefit	Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.
Disability	
• Eligibility	Total and permanent disability after 10 years of service and net eligible for normal retirement.
• Benefit	Accrued pension at date of disability, payable as a life annuity commencing immediately.
Pre-retirement death	
• Eligibility	Eligible for early or normal retirement
• Benefit	In the event of an active or inactive participant's death prior to benefit commencement subsequent to becoming eligible for early or normal retirement, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100% or 50% Joint and Survivor Annuity • Five or ten years Certain Annuity • Lump sum option if amount is greater than $5,000 but less than $10,000 • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males with a two (2)-year setback in age. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Joslyn Corporation Supplemental "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None
Definitions	
a. Eligibility	Participants with an accrued benefit under the plan as of December 31, 1988 and participants of the Joslyn Jennings Corporation Salaried Employees' Retirement Plan as of September 9, 1992. As of those dates, the plan is frozen to future participation.
b. Employee contributions	Not applicable.
c. Vesting service	Vesting service under prior
d. Credited service	Service under the prior plan
e. Monthly accrued pension	For Challenger, Joslyn and Jennings participants, the benefits were frozen as of August 31, 1984, December 31, 1988, and September 14, 1992, respectively. Accrued benefit information was provided by the plan sponsor. Challenger participants continued to earn additional benefits under the Joslyn benefit formula until December 31, 1988.
Normal retirement	
f. Eligibility – Joslyn	December 31 on or following age 65.
g. Eligibility – Jennings	First day of the month coincident with or following later of age 65 and five years of service.
h. Eligibility – Challenger	First day of the month next following the participant's 65th birthday.
i. Benefit	A monthly benefit equal to accrued pension described above.
Early retirement	
j. Benefit – Joslyn	Accrued pension actuarially reduced from normal retirement date.
k. Benefit – Jennings	Regular Early: For retirements with less than 15 years of service, the accrued pension is reduced 3% per year for benefit commencement precedes age 65. Special Early: For retirement after age 60 with 15 years of service, the accrued pension is unreduced. For retirement after age 55 but before age 60 with 15 years of service, the accrued pension is reduced 5% per year for each year benefit commencement precedes age 60.
l. Benefit – Challenger	The accrued pension is multiplied by the application percentages:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
65	100%	100%	100%
64	100%	100%	94%
63	100%	100%	88%
62	100%	100%	82%

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61	100%	100%	79%
60	100%	100%	76%
59	100%	74%	74%
58	100%	72%	72%
57	100%	70%	70%
56	100%	68%	68%
55	100%	66%	66%

Late retirement	
m. Eligibility	After Normal Retirement Date
n. Benefit	Accrued pension actuarially increased from normal retirement date. For Joslyn, the definition of actuarial equivalence is based on a 5% interest rate.
Deferred vested	
o. Eligibility	3 years Vesting service
p. Benefit	Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.
Disability	
q. Benefit – Joslyn	Accrued pension actuarially reduced from normal retirement date.
r. Total and permanent s. disability (Joslyn only)	Unreduced accrued pension payable immediately following date of disability.
t. Benefit – Jennings	Accrued pension payable at age 65. If benefit commences prior to age 65, it is reduced based on the provisions of the Plan.
u. Benefit – Challenger	Accrued pension multiplied by the appropriate percentage from the following table:

Age	Percentage
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55 and below	79%

Pre-retirement death	
v. Benefit – Joslyn	In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately. Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated employment on the earlier of day before his death, or his actual termination

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date, survived to age 60 and elected to receive an annuity, payable immediately.

w. Benefit – Jennings

In the event of an active or inactive participant dies after completing five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had the participant separated from service on the earlier of his actual termination date or on the date of his death, survived to the earliest date he would have been eligible for early retirement, began receiving his benefit in the form of a 50% joint and survivor annuity, and died on the next day.

x. Benefit – Challenger

In the event of death of an active participant whose age plus years of service equals 80 or more or who attained age 55 and completed 15 years of service, the surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension was payable immediately and the following early retirement factors applied:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
64	100%	100%	100%
63	100%	100%	100%
62	100%	100%	100%
61	100%	100%	97%
60	100%	100%	94%
59	100%	91%	91%
58	100%	88%	88%
57	100%	85%	85%
56	100%	82%	82%
55	100%	79%	79%
Under age 55	79%	79%	79%

In the event of the death of a participant who does not meet the above criteria, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he terminated the day before his death, survived to age 55 and elected to receive 50% joint and survivor annuity payable immediately.

Form of benefits

y. Automatic form for unmarried participants

Life Annuity

z. Automatic form for married participants

50% Joint & Survivor Annuity actuarially reduced.

aa. Optional forms

- 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity
- Lump sum option if amount is greater than $5,000 but less than $10,000
- Level Income option

bb. Optional form conversion factors

Mortality:

1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant.

Interest rate:

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	Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.
Miscellaneous	
cc. Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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- Benefit – Challenger

The accrued pension is multiplied by the application percentages:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
65	100%	100%	100%
64	100%	100%	94%
63	100%	100%	88%
62	100%	100%	82%
61	100%	100%	79%
60	100%	100%	76%
59	100%	74%	74%
58	100%	72%	72%
57	100%	70%	70%
56	100%	68%	68%
55	100%	66%	66%

Late retirement

- Eligibility: After Normal Retirement Date
- Benefit: Accrued pension actuarially increased from normal retirement date. For Joslyn, the definition of actuarial equivalence is based on a 5% interest rate.

Deferred vested

- Eligibility: 3 years Vesting service
- Benefit: Accrued pension deferred to normal retirement or actuarially reduced if benefit commences early.

Disability

- Benefit – Joslyn: Accrued pension actuarially reduced from normal retirement date.
- Total and permanent disability (Joslyn only): Unreduced accrued pension payable immediately following date of disability.
- Benefit – Jennings: Accrued pension payable at age 65. If benefit commences prior to age 65, it is reduced based on the provisions of the Plan.
- Benefit – Challenger: Accrued pension multiplied by the appropriate percentage from the following table:

Age	Percentage
64	100%
63	100%
62	100%
61	97%
60	94%
59	91%
58	88%
57	85%
56	82%
55 and below	79%

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Pre-retirement death

- Benefit – Joslyn

In the event of an active or inactive participant's death prior to benefit commencement and after he has completed five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension had been payable immediately.

Notwithstanding the above, if the participant dies prior to age 60, his surviving spouse is eligible to receive a monthly benefit, beginning when the participant would have reached age 60, equal to one-half of the amount to which the participant would have been entitled to had he terminated employment on the earlier of day before his death, or his actual termination date, survived to age 60 and elected to receive an annuity, payable immediately.

- Benefit – Jennings

In the event of an active or inactive participant dies after completing five years of service, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had the participant separated from service on the earlier of his actual termination date or on the date of his death, survived to the earliest date he would have been eligible for early retirement, began receiving his benefit in the form of a 50% joint and survivor annuity, and died on the next day.

- Benefit – Challenger

In the event of death of an active participant whose age plus years of service equals 80 or more or who attained age 55 and completed 15 years of service, the surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the day before his death and his pension was payable immediately and the following early retirement factors applied:

Age at Early Retirement	25 Or More Years of Service	20 But Less Than 25 Years Of Service	15 But Less Than 20 Years Of Service
64	100%	100%	100%
63	100%	100%	100%
62	100%	100%	100%
61	100%	100%	97%
60	100%	100%	94%
59	100%	91%	91%
58	100%	88%	88%
57	100%	85%	85%
56	100%	82%	82%
55	100%	79%	79%
Under age 55	79%	79%	79%

In the event of the death of a participant who does not meet the above criteria, his surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he terminated the day before his death, survived to age 55 and elected to receive 50% joint and survivor annuity payable immediately.

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Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 33 1/3%, 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Lump sum option if amount is greater than $5,000 but less than $10,000 • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a four (4)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Eight percent (8%) per annum, compounded annually. With respect to a Jennings Participant, the interest rate shall be five percent (5%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Joslyn Jennings "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 29, 1995
Status of the plan	Plan was frozen as of September 9, 1992.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Covered employees	Hourly paid employees of Joslyn Jennings Corporation covered by labor agreement who complete one year of continuous service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Continuous service	Each calendar year from date of hire in which on employee completes at least 1,000 hours is credited as one year of continuous service.
• Credited service	For service after January 1, 1967, each year in which an employee completes 1,680, prorated (rounded to nearest 1/10th) for hours less than 1,680.
• Accrued benefit	The monthly accrued benefit is equal to the sum of: • $12.00 per year of credited service between January 1, 1967 and December 31, 1987, and • $15.50 per year of credited service after January 1, 1988.
Normal retirement	
• Eligibility	Age 65
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Age 55 and 15 years of service.
• Benefit	Accrued pension reduced by 1/180 per month for each of the first 60 months preceding normal retirement and 1/360 per month for each of the next 60 months preceding normal retirement.
Late retirement	
• Eligibility	After Normal Retirement Date
• Benefit	Accrued pension actuarially increased from normal retirement date.
Deferred vested	
• Eligibility	3 years of service.
• Benefit	Accrued pension deferred to normal retirement or reduced for early retirement if an employee is at least age 55 and has completed 15 years of service.

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Disability	
• Eligibility	Total and permanent disability after age 45 and 15 years of service.
• Benefit	Unreduced accrued pension, payable immediately. However, if the participant is currently receiving a Public Disability Benefit the plan's benefit will be reduced by the amount of such Public Disability Benefit until he attains age 65, when his Normal Retirement Benefit is payable.
Pre-retirement death	
• Eligibility	Eligible for early or normal retirement
• Benefit	Surviving spouse is eligible to receive a monthly benefit equal to one-half of the amount to which the participant would have been entitled had he retired the last day of the month in which he died and elected to receive his pension immediately in the form a 50% joint and survivor pension.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity • 5,10, or 15 years Certain Annuity • Lump sum option amount is greater than $5,000 but less than $10,000 • Level Income option
• Optional form conversion factors	Mortality: The 1974 George B. Buck Mortality Tables for Males with a one (1)-year set forward in age. Interest rate: Six and one-half percent (6.5%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

K-D Nonunion "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1st or July 1st after completion of one year of service.
• Employee contributions	Not applicable.
• Credited service	Credited Service has been frozen.
• Accrued benefit	Past Service: • The product of 1% of 1/12th of compensation for the Plan year ending December 31, 1974, multiplied by the Member's number of Years of Past Service prior to January 1, 1975. Future Service: • 1% of 1/12th of the compensation for each Plan Year up to the Social Security Wage Base and 1-1/2% of such compensation in excess of the Wage Base for each Plan Year of Future Service after December 31, 1974. For former Glen Burnie employees, monthly benefit equal to the sum of: Past Service: • Accrued benefit calculated using the Glen Burnie Formula but with service stopping at December 31, 1983, and Future Service: • Monthly benefit calculated as in (b) above, but with service beginning January 1, 1984. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
Normal retirement	
• Eligibility	Age 65 and 5 years of Vesting Service (except for Glen Burnie group).
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	If the Participant is not a Disabled Participant, the Participant has completed at least five (5) Years of Vesting Service and has attained age fifty–five (55) and, if the Participant is a Disabled Participant, the Participant has attained Normal Retirement Age
• Benefit	Accrued Benefit reduced by 5/9% for each of the first 60 months and 5/18% for each of the next 60 months by which commencement precedes Normal Retirement Date.

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Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date
Disability	
• Eligibility	Eligible for Social Security Disability benefits.
• Benefit	Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service.
Pre-retirement death	
• Eligibility	3 years of vesting service
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100%, 75%, 66 2/3%, or 50% Joint and Survivor Annuity • 5, 10, or 15 years Certain Annuity
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

K-D Union "Component" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of July 23, 1991.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service.
• Eligibility	One hour of service
• Employee contributions	Not applicable.
• Vesting service	Each plan year with 1,000 vesting hours.
• Vesting schedule	5 years of Vesting service
• Credited service	Each plan year with 1,000 vesting hours. Service was frozen as of July 1991.
• Accrued benefit	**Accrued benefit information was provided by the Plan sponsor.**
Normal retirement	
• Eligibility	
• Benefit	Monthly Pension: • Special payment equal to 13 weeks vacation pay at the pay rate applicable to most recent eligibility for vacation less any vacation paid for the year in which retirement occurs or the year in which the participant was eligible for vacation • Regular Pension - Greater of: 16.00 times Credited Service, or Deferred pension as of January 1, 1961.
• Payment	• Special payment is payable for the first three months following retirement • Regular pension commences on the first day of the month following the three months during which special payments are received.
Early retirement	
• Eligibility	The Participant either: (1) both has completed at least thirty (30) years of Credited Service and has attained age sixty-two (62) or (2) both has completed at least ten (10) years of Credited Service and has attained age sixty (60); provided, however, that any Employee whose continuous service is broken on or after June 30, 1961, by reason of a permanent shutdown of a plant, department, or sub-division thereof or by reason of a layoff and who, at the time of such break in continuous service, has at least fifteen (15) years of Credited Service and has attained the age of forty-five (45) years shall be deemed to satisfy the requirements for Early Retirement
• Benefit	Accrued benefit reduced by 5/9% for each of the first 60 months and actuarially reduced if payment begins prior to age 60. The special payment is payable immediately.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.

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• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	Benefit accrued as of date of disability, payable upon attainment of 15 years of Vesting service.
Pre-retirement death	
• Eligibility	3 years vesting service
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.
• Optional forms	• 100 or 50% Joint and Survivor Annuity • 5 or 10 years Certain Annuity • Lump Sum

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• Optional form conversion factors	**Lump Sum form of payment:** Mortality: The applicable mortality table prescribed by the IRS pursuant to Section 417(a)(3)(B) of the code, as amended pursuant to Section 302 of the Pension Protection Act (“PPA”), in effect at the determination date Interest: The applicable interest rate prescribed by the IRS pursuant to Section 417(e)(3)(C) of the Code as amended by Section 302 of PPA, determined for the 2nd calendar month preceding the first day of the Plan Year in which the Participant’s distribution is made. **All other forms:** Mortality: 1971 Group Annuity Mortality Table for Males, with a three (3)-year setback in age, where, for such purposes, a Beneficiary of a Participant shall be assumed to be the same age as the Participant, if applicable. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Keithley Instruments, Inc. Employees' Pension Plan

Effective date and plan year	Original plan: October 1, 1972 Restated plan: 2008, with an effective date of October 1, 2002 Plan year: prior to the September 30, 2011 merger, the twelve (12) month period ending on September 30 in each calendar year; after the merger, January 1 through December 31
Status of the plan	The plan was frozen as of September 30, 2011.
Significant events that occurred during the year	None
Definitions	
• Participation	All eligible employees enter the plan at the beginning of the plan year following the attainment of the later of age 20 ½ and six months of employment.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	The total of credited past service plus credited future service: • Credited past service: Vesting service prior to October 1, 1987 • Credited future service: Vesting service subsequent to September 30, 1987 **Credited service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Compensation	The total remuneration accrued by the company to a participant for services rendered to the company, including wages, salaries, commissions, overtime and bonuses, whether discretionary or not. No compensation earned after September 30, 2011 will be reflected.
• Final average compensation	One-fifth (1/5) of the sum of a participant's annual compensation for those five (5) consecutive plan years ending on or before September 30, 1999.
• Covered Compensation	For plan years ending September 30, 1987, and September 30, 1988, $15,700; For plan years ending on or after September 30, 1989, and before October 1, 1991, the amount of average compensation with respect to which old-age and survivor's insurance benefits would be provided under the Social Security Act for a person who attained age 65; For plan years beginning on and after October 1, 1991, the Social Security covered compensation as defined in Section 401(I)(5)(E) of the Code.
• Accrued benefit	The greater of • $12.00 multiplied by Credited Service under the Plan, or: • The sum of: For Credited Service as of September 30, 1999, 0.9% of Final Average Compensation up to Covered Compensation plus 1.5% of Final Average Compensation in excess of Covered Compensation, the sum times years of Credited Service up to 30 years, plus For Credited Service after September 30, 1999, 1.2% of Compensation for each Plan Year.

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	Benefit accruals frozen effective September 30, 2011.
Normal retirement	
• Eligibility	Age 65 and five years of vesting service.
• Benefit	Accrued benefit.
Early retirement	
• Eligibility	Age 55 and five years of vesting service.
• Benefit	The accrued benefit based on years of credited service at early retirement, reduced for early payment by 0.5% for the first 60 full months and by 0.4% for each additional full month by which the early retirement date precedes the normal retirement date.
Late retirement	
• Eligibility	The first date of any month after age 65 and 5 years of service following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	5 years of vesting service. Participants of the Radiation Measurements Division or participants devoted to the QUANTOX product line who were terminated on or after August 1, 1998 and November 30, 1998 respectively, are deemed to have no less than five years of Vesting Service.
• Benefit	The accrued benefit based on years of credited service at termination date. The participant is entitled to receive his benefit at age 65. However, a reduced early retirement benefit may be paid as early as age 55.
Disability	
• Eligibility	Totally and permanently disabled after five years of vesting service.
• Benefit	The accrued benefit based on years of credited service as calculated on the date the disability benefit commences.
Pre-retirement death	
• Eligibility	5 years of vesting service.
• Benefit	Surviving spouse receives 50% of the amount which would have been payable to the participant had he terminated on the day of his death and elected a 50% Joint and Survivor annuity; benefit is deferred if the participant is under age 55.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced.

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• Optional forms	• 100%, 75% or 50% Joint and Survivor Annuity • 5,10, or 15 years Certain and Life Annuity • Full Cash Refund Annuity
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, setback one (1) year for Participants and two (2) years for Beneficiaries. Interest rate: Six percent (6%) per year, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Kollmorgen Salaried Plan

Effective date and plan year	Original plan: November 1, 1968 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2000.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	All employees who have completed one year of service and attained age 21 are eligible for participation in the plan. Participation begins on the first day of the month following completion of these requirements.
• Employee contributions	
• Vesting service	Fully vested after completion of 3 full Years of Vesting Service (1,000 hours).
• Credited service	Any 12 consecutive-month period during which the employee completes 2,080 Hours of Service shall be considered one Year of Service. If the number of Hours of Service is less than 2,080, a fraction of a Year of Benefit Service shall be credited, the numerator of which is the number of Hours of Service completed in such a year or partial Year of Service, and the denominator of which is 2,080. Such 12-consecutive month period will be measured from January 1. Participants at Magnedyne division begin to earn Benefit Service on January 1, 1999. Participants at New England Affiliated Technologies begin to earn benefits service on January 1, 2000.
• Break in service	Fewer than 500 Hours of Service in a plan year constitutes a one-year break in service for purposes of vesting and benefit accrual. Vesting Years, Credited Service and the accrued benefit will be restored to former nonvested participants if the participant's period of absence does not exceed the greater of (i) five years or (ii) the participant's prior Vesting Years.
• Maximum compensation	$170,000
• Final average compensation	For Plan Years commencing on or after January 1, 1989 for Participants under the Salaried and Hourly Plans and for Plan Years commencing on or after January 1, 1991, for Participants under the Floor Plan, the average of a Participant's Compensation for the 5 consecutive calendar years prior to the earlier of retirement or separation that produces the highest average. Effective April 4, 1997, for Participants who worked at the former MacBeth Division of the Kollmorgen Corporation as of April 4, 1997, the average of the 3 consecutive calendar years prior to separation will be used if it produces a higher average than using 5 consecutive calendar years.
• Covered compensation	Social Security Covered Compensation using the new law rounded table (nearest $600 per year).
• Accrued benefit	The annual amount of accrued benefit is equal to the product of 1 and 2 below: 1. 1.3% of Final Average Compensation not in excess of the Covered Compensation level for an individual obtaining their Social Security

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	normal retirement age in the year of calculation plus 1.8% of Final Average Compensation in excess of the Covered Compensation level determined above. 2. Years of the member's Benefit Service, up to a maximum of 30. Participants who were formerly participants of the Kollmorgen (Long Island) Floor Plan began receiving credit for Benefit Service under the benefit formula described above as of January 1, 1991. These participants are also entitled to payment under this Plan of any benefits based on service prior to January 1, 1991 earned under Kollmorgen Floor Plan. However, total retirement benefits payable from this Plan may not exceed the amount of benefits that would be paid under the benefit formula described above if the participant had been covered by the Plan from date of hire without regard to the special Floor Plan provisions.
• Maximum benefit	$140,000 per year adjusted for retirement at age other than Social Security Normal Retirement Age.
Normal retirement	
• Eligibility	Age 65
• Benefit	A monthly benefit payable to participants who retire on their Normal Retirement Date equal to 1/12 of the Accrued Benefit at that time.
Early retirement	
• Eligibility	The first day of any month after the participant has both attained age 55 and completed at least 5 full Years of Service.
• Benefit	The actuarial equivalent of the retirement benefit at Normal Retirement Date, calculated with Credited Service to the Early Retirement Date.
Late retirement	
• Eligibility	The first day of any month after the participant's Normal Retirement Date.
• Benefit	The benefit will reflect the Final Average Compensation and Credited Service at the time of actual retirement.
Deferred vested	
• Eligibility	After 3 Years of Vesting Service, accrued retirement benefits are 100% vested.
• Benefit	Accrued Benefit payable at age 65 or reduced benefit payable on or after attainment of age 55.
Disability	
• Eligibility	Declared disabled by the Social Security Administration.
• Benefit	Benefit accrued to Normal Retirement Date assuming constant earnings from disablement to Normal Retirement Date.

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Pre-retirement death	
• Eligibility	The completion of 5 Vesting Years. The first day of the month following the death of an active participant who dies after satisfying the requirements for an Early Retirement Benefit.
• Benefit	Annuity payable to participant's spouse under 50% Joint and Survivor option with payment commencement deferred to the participant's earliest retirement age.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Reduced Joint & 50% Survivor Annuity, unless elected otherwise.
• Optional forms	• Single life • Reduced 50% or 100% Survivor benefit • Lump Sum • 10 years certain and continuous • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Leica Salaried Plan

Effective date and plan year	Original plan: June 1, 1956 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None
Definitions	
• Plan name	Leica Microsystems, Inc. Pension Plan
• Type of plan	Final average pay plan
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following age 21 and completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A calendar year in which the Participant completed at least 1,000 hours of service.
• Credited service	All months of service in which the participant completes at least one hour of service, measured in years and months.
• Accrued benefit	Past Service Benefit plus Future Service Benefits where: • Past Service Benefit equals the benefit(s) accrued under the prior plan(s) through December 31, 1988, and 1.25% of each year's compensation from 1989 through 1990. • Future Service Benefit equals 1.5% of each year's Compensation after 1990. The minimum monthly accrued benefit is $23.50 for each year of Benefit Service. Benefit accruals were frozen as of December 31, 2005. **Benefit accruals were frozen as of December 31, 2005.**
Normal retirement	
• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service. For Participants in the B&L Plan, the first day of the calendar month following the date on which the Participant attains age 55.
• Benefit	The Participant's Pension shall be reduced by one third percent (1/3%) for each month by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For former B&L participants, benefits accrued through December 31, 1988 are reduced from age 63.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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Deferred vested	
• Eligibility	3 years of Vesting service
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Eligibility	Not applicable.
• Benefit	Not applicable.
Pre-retirement death	
• Eligibility	3 years Vesting service
• Benefit before normal retirement	Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment.
• Benefit after normal retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Five year certain and continuous annuity
• Automatic form for married participants	Actuarially equivalent 50% joint and survivor annuity
• Optional forms	• Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse • Period Certain Annuity with 60 or 120 monthly payments only.
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Tale for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Leica Union Plan

Effective date and plan year	Original plan: May 2, 1986 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	The plan was frozen as of December 23, 2003.
Significant events that occurred during the year	None
Definitions	
• Plan name	Leica Microsystems Inc. Pension Plan for Bargaining Unit Employees
• Type of plan	$ per month per year of service
• Eligibility	Employees will be eligible for participation on the first day of the month coincident with or next following completion of one year of service.
• Employee contributions	Not applicable.
• Vesting service	A Plan Year in which the Participant completed at least 1,000 hours of service.
• Credited service	A Plan Year in which the participant completes at least 1,000 hours of service. **Credited Service frozen as of December 23, 2003.**
• Accrued benefit	Monthly amount equal to $23.50 times Credited Service.
Normal retirement	
• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.
Late retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 5 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced by .333% for each month (if any) in each of the first sixty (60) months and .417% for each month (if any) in each of the next sixty months by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date.
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Pre-retirement death	
• Eligibility	3 years Vesting service

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• Benefit before normal retirement	Spouses of vested participants who die prior to retirement are eligible to receive 50% of accrued benefit payable at deceased participant's earliest retirement date, reduced for early commencement and joint and survivor form of payment.
• Benefit after normal retirement	None except as provided by the annuity form elected.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Actuarially reduced 50% joint and survivor annuity
• Optional forms	Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Tale for Males, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Eight percent (8%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Pacific Scientific Company "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 1998.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan with $ per month per year of service minimum.
• Eligibility	Participants of the Pacific Scientific Company Plan as of December 31, 1998
• Employee contributions	Not applicable
• Vesting service	Same as Credited Service
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	Maximum of (1) and (2), where, (2) 1.0% of average monthly compensation up to social security covered compensation times credited service, plus 1.5% of average monthly compensation in excess of social security covered compensation times credited service. (3) $18.00 times credited service. Other formulas apply to members of Pension Plan for Employees of HTL Industries, Inc. or the Sigma Instruments Retirement Plan.
Normal retirement	
• Eligibility	Age 65 and five years of service.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Eligibility is age 55 and 15 years of service.
• Benefit	Accrued benefit reduced 4.8% for each year benefit commencement precedes age 65, unreduced for employees age 62 with 30 years of Vesting service.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.
Deferred vested	
• Eligibility	3 years of Vesting service.
• Benefit	Deferred normal retirement benefit calculated using credited service and average monthly compensation at termination. An actuarially reduced benefit is available at age 55 if the employee terminated with 15 years of service.
Disability	
• Eligibility	10 years of Vesting service.

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• Benefit	Disabled participants continue to accrue vesting and credited service during disability up to their normal retirement date or, if eligible for early retirement, until they begin receiving payments. The benefit amount is the normal retirement benefit calculated using total credited service to benefit commencement date and average monthly compensation at the date of disability, subject to reductions for early commencement.
Pre-retirement death	
• Benefit	The surviving spouse shall receive 50% of the Qualified Joint and Survivor Annuity form of the participant's accrued benefit reduced from the participant's early retirement date.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	50% joint & survivor annuity actuarially reduced.
• Optional forms	• 100%, 75% or 50%, Joint and Survivor Annuity • 10 years Certain Annuity • Level Income option • A participant of the pension plan for employees of HTL Industries, Inc. also can receive a 25% Joint and Survivor Annuity
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Pall Corporation Cash Balance Pension Plan

Effective date and plan year	Original plan: July 31, 1963 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2015.
Significant events that occurred during the year	None
Definitions	
• Year of Service	For Plan Years beginning prior to August 1, 2011, any Plan Year in which an employee is credited with 1,000 or more Hours of Service. For Plan Years beginning on or after August 1, 2011, Years of Service shall be credited in accordance with the "elapsed time method" of crediting service. **Years of Service has been frozen.**
• Hour of Service	Any hour of service for which an employee is directly or indirectly compensated.
• Eligibility	All employees who were members of the Plan in effect on July 31, 1999, shall continue as members. Former employees of Gelman, acquired on February 3, 1997, entered the Plan on August 1, 1998. Former employees of FSG, acquired in April 2002, entered the plan on August 1, 2003. All other employees (excluding those who are members of a collective bargaining unit unless and until it is agreed to include such unit in the Plan, and those who are eligible to participate in any other pension plan maintained by the Company), are eligible for membership in the Plan on the first day of any Plan Year if they have completed 6 months of service and attained age 20-1/2 during the previous Plan Year. **Effective December 31, 2015, the plan is closed to new participants as a result of the plan freeze.**
• Opening Account Balance	The lump sum, actuarially equivalent value of the benefit payable at age 65 under the Plan as of July 31, 1999, determined as of August 1, 1999, using an interest rate of 6.50% and the 1983 Group Annuity Unisex Mortality Table.
• Eligible Compensation	The total compensation received by a member for a Plan Year including overtime pay and bonuses.
• Compensation Credits	Compensation Credits are added to the Cash Balance Account on the last day of the Plan Year, or at the end of the month immediately following a Participant's termination of service, if earlier. A member's compensation credit for a plan year is obtained by multiplying eligible compensation by the percentage indicated in the table below. The percentage is determined by "points", as shown in the table below, which are equal to the sum of age and years of service as of the first day of each plan year.

If "points" (age + years of service) equal:	Compensation Credit Percentage
Less than 45	2.5%

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45 – 54	3.0%
55 – 64	4.0%
65 or more	5.0%

A participant who is at least age 50 with 10 years of service on August 1, 1999, is entitled to an additional compensation credit of two percent (2%) for each Plan Year beginning on or after August 1, 1999, that the participant remains an employee.

For Plan Years beginning prior to August 1, 2011, a participant who does not complete 1,000 Hours of Service in any Plan Year shall not receive a compensation credit for such Plan Year.

For Plan Years beginning on or after August 1, 2011, the requirement that a member complete at least 1,000 hours of service in any Plan Year to receive a Compensation Credit is eliminated.

Effective December 31, 2015, no participant will receive a Compensation Credit under the plan as a result of the plan freeze.

- Interest Credits

Interest Credits are added to the Cash Balance Account on the last day of each Plan Year based on the average of the constant maturity one-year Treasury Bill rate for the month of June immediately preceding the Plan Year in which the Account is to be credited, with a minimum rate of 1.68%. In addition, interest on one-half of the Compensation Credits earned during the plan year is added to the account balance. Interest Credits will continue to be added to the account balance until distribution.

- Vesting

In the event of termination of employment other than by death or retirement, a member who has completed 3 or more Years of Service will be eligible to receive his accrued pension commencing on his normal retirement date or, if he so elects, at any time after his 55th birthday in which case the pension shall be reduced in the same manner as for early retirement.

Vesting service for former employees of Gelman are determined as of the later of February 3, 1997, or date of hire.

Any Member who is actively employed as of December 31, 2015 will be vested under the plan.

Cash Balance Benefit

- Eligibility

Three or more years of vesting service.

- Benefit

Cash Balance Account as a lump sum or converted to an annuity as of benefit commencement date based on Compensation Credits through December 31, 2015 and Interest Credits through benefit commencement date. The annuity is determined by converting the Cash Balance Account to the Actuarial Equivalent monthly retirement benefit payable in the form of a single life annuity.

The Actuarial Equivalent conversion factor is computed using segmented high quality corporate bond rates and the mortality required by Internal Revenue Code Section 417(e), as updated by the Pension Protection Act of 2006 (PPA).

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	The annuity benefit may commence on the first day of any month following termination of employment. The Cash Balance annuity benefit is reduced for immediate distribution based on the Plan's actuarial equivalence at the time of distribution.
• Minimum Benefit	The July 31, 1999 accrued benefit.
Normal retirement	
• Eligibility	Attainment of age 65.
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of Vesting Years
• Benefit	The actuarial equivalent of the projected cash value at participant's normal retirement date.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	The actuarial equivalent of the projected cash value at participant's retirement date.
Disability	
• Eligibility	All participants who terminate employment by reason of disability as defined by the Social Security Administration – immediate vesting upon disability.
• Benefit	An annuity payable for life determined by projecting the Cash Balance Account as of the date of disability with Interest Credits (not Compensation Credits) through the participant's Normal Retirement Date, with the Interest Credits for any future Plan Year based on the Interest Crediting rate in effect for the Plan Year in which the disability occurs. The projected Cash Balance Account is then converted to an Actuarial Equivalent single life annuity benefit payable for the participant's life. This benefit is paid to the disabled participant beginning on the first day of the month coincident with or immediately following the participant's disability until his Normal Retirement Date, or until he is no longer disabled, if earlier.
Pre-retirement death	
• Eligibility	All participants, immediate vesting upon death.
• Benefit	For single participants and non-spouse beneficiaries, the Cash Balance Account payable as a lump sum distribution. For married participants, the Cash Balance Account payable as a lump sum distribution, the Cash Balance Account converted to a single life annuity of actuarial equivalence or the survivor annuity payable to a spouse at least equal to the amount of the qualified preretirement survivor annuity as defined in Internal Revenue Code Section 417(c).
Form of benefits	
• Automatic form for unmarried participants	Life Annuity

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• Automatic form for married participants	50% Joint and Survivor Annuity actuarially reduced
• Optional forms	• Single lump sum distribution • Joint and seventy-five percent (75%) survivor annuity • Joint and fifty percent (50%) survivor annuity • 5 year certain and life annuity • 10 year certain and life annuity If a participant elects to commence distribution prior to becoming eligible for early or normal retirement, only the normal forms of payment and a lump sum distribution are available. The lump sum distribution is equal to the participant's account balance at his benefit commencement date.
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age. Interest rate: Five percent (5%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Pall Trinity Micro Pension Plan for Hourly-Rated Factory Employees

Effective date and plan year	Original Plan: January 1, 1962 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2017**.**
Significant events that occurred during the year	None
Definitions	
• Eligibility	All employees who were members of the Plan in effect on December 31, 1975, shall continue as members. All other employees who are members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, A.F.L. - C.I.O., Local 1326 are eligible upon the completion of 60 days of service. **Effective December 31, 2017, the plan is closed to new participants as a result of the plan freeze.**
• Credit Years	The sum of (i), (ii) and (iii) below: (i) Service prior to January 1, 1962 - one Credit Year for each continuous period of employment with the Company during each plan year prior to January 1, 1962, computed to the nearest 1/10 of a year. (ii) Service after December 31, 1961, and prior to January 1, 1976 - one Credit Year for each Plan Year beginning December 31, 1961, and ending January 1, 1976, during which a member was compensated for 1700 or more hours. If he was compensated for less than 1700 hours in any Plan Year, he is credited with a fraction of a credit year determined by dividing the number of hours compensated by 1700 and rounding to the nearest one-tenth. (iii) Credit years after December 31, 1975 - one Credit Year for each Plan Year beginning January 1, 1976 that a member is compensated for 1700 or more hours. If he is compensated for less than 1700 hours in the Plan Year, he is credited with a fraction of a year determined by dividing the number of hours compensated by 1700 and rounding to the next higher one-tenth. **Credit Years has been frozen.**
• Vesting	One Vesting Year for each Plan Year in which a member is credited with 1000 hours of service. (A member shall be credited with one Vesting Year for the Plan Year from January 1, 1977, to July 31, 1977, if he is credited with 1,000 or more hours of service during the period from January 1, 1977, through December 31, 1977.) In the event of termination of employment other than by death or retirement, a member who has earned 5 or more Vesting Years will be eligible to receive his accrued pension commencing on his normal retirement date. Any Member who is actively employed as of December 31, 2017 will be vested under the plan.

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Normal retirement

- Eligibility: Attainment of age 65.
- Benefit: Effective October 1, 2016, the amount of monthly benefits payable to a member is equal to $48.00 times the number of his Credit Years.
  During the period of October 1, 2017, through December 31, 2017 the amount of monthly benefits payable to a member is equal to $60.00 times the number of his Credit Years.
  Effective December 31, 2017, the accrued monthly retirement benefit has been frozen.

Early retirement

- Eligibility: Attainment of age 60 and 5 years of Vesting Years
- Benefit: Accrued normal retirement benefit reduced from age at normal retirement date as follows:

Age at Retirement	Reduction
65	0%
64	8.7%
63	16.4%
62	23.3%
61	29.4%
60	34.9%

Late retirement

- Eligibility: The first day of any month after age 65 following the date the member terminates employment.
- Benefit: Accrued Normal Retirement benefit based on Credit Years to date of retirement.

Disability

- Eligibility: Attainment of 15 years of Vesting Years and totally and permanently disabled
- Benefit: Accrued Normal Retirement benefit based on Credit Years to date of disability retirement.

Pre-retirement death

- Eligibility: Attainment of 5 years of Vesting Years
- Benefit: Surviving spouse is entitled to a monthly benefit equal to 1/2 of the reduced pension the member would have received had he retired on the date of his death under a joint and 50% survivorship option.

Form of benefits

- Automatic form for unmarried participants: Life Annuity
- Automatic form for married participants: 50% Joint and Survivor Annuity actuarially reduced
- Optional forms: 75% or 50%, Joint and Survivor Annuity

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• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table with a four (4)-year setback in age. Interest rate: Five percent (5%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at this time benefits were frozen.

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Siemens Healthcare Diagnostics, Inc. Cash Balance Plan

Effective date and plan year	Original plan: January 1, 1995 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Effective January 1, 2011, all benefits accrued under the Plan were frozen for legacy SHD Cash Balance participants.
Significant events that occurred during the year	None
Definitions	
• Covered employees	Participants in the Baxter International Inc. and Subsidiary Pension Plan as of December 19, 1994 remained as participants in the Dade International Inc. Pension Plan. Participants in the Dade International Inc. Pension Plan as of November 6, 2007 remained as participants in the Siemens Healthcare Diagnostics Inc. Cash Balance Plan. Any employee of Siemens Healthcare Diagnostics Inc. that was not participating in the plan prior to November 6, 2007 is excluded from participation in the plan.
• Participation	First of month following one Year of Service.
• Year of service	Each plan year in which an employee earns 1,000 hours of service. Transferred participants from DuPont are credited with Years of Service under the DuPont Pension and Retirement Plan. Behring employees receive service from hire.
• Vesting service	Equals Years of service
• Credited service	Includes Years of service earned subsequent to participation in the Plan. Credited Service for Regular DuPont-transferred participants will only include Years of service after May 7, 1996. Behring employees receive service from hire.
• Pensionable earnings	Eligible compensation includes salary or regular pay, commission pay, bonuses, before-tax 401(k) contributions and flexible benefit plan contributions. Compensation excludes relocation expenses, education expenses, travel expenses, severance pay, business expenses, imputed income and interest on deferred bonus. Compensation shall not exceed the limit described in IRC Section 401(a)(17).
• Points	The sum of the number of full years of attained age and the number of full years of Vesting service. Vesting service used to determine Points for Regular DuPont Transferred Participants includes Years of service on or after May 7, 1996.
• Immediate cash balance annuity	Cash balance account divided by an immediate annuity factor based on age as of the commencement date, payable as a single life annuity.
• Deferred cash balance annuity	Cash balance account projected to age 65 using the most recent interest crediting rate divided by an age 65 immediate annuity factor, payable as a single life annuity.
• Cash balance account balance	The account is increased quarterly with Pay and Interest credits.

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	Interest credits based on the 12-month average of Ten-Year Treasury Constant Maturities at the end of each quarter. The 12-month average is subject to a minimum of 5% and maximum of 10% per annum. Pay credits based on Points as of the last day of the immediately preceding Plan year as follows:

Points as of Last Day of Preceding Plan Year	Cash Balance Credit as a Percentage of Compensation
< 35	4.00%
35 – 44	5.00%
45 – 54	6.00%
55 – 64	7.00%
65 – 74	8.00%
75 – 84	9.00%
85 +	10.00%

Normal retirement	
• Eligibility	Later of age 65 or completion of three years of Vesting service.
• Benefit	Cash balance account balance payable as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.
Early retirement	
• Eligibility	Completion of five years of Vesting service or accumulation of 65 Points.
• Benefit	Cash balance account balance payable as a lump sum or actuarially equivalent Deferred cash balance annuity payable upon retirement.
Deferred Vested	
• Eligibility	100% vested with three years of Vesting service.
• Benefit	Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.
Pre-retirement death	
• Eligibility	100% vested with five years of Vesting service.
• Benefit	Cash balance account balance as a lump sum or actuarially equivalent Immediate cash balance annuity payable upon retirement.
Form of benefits	
• Automatic form for unmarried participants	Life Annuity
• Automatic form for married participants	Joint and 50% survivor annuity
• Optional forms	Joint and 50% survivor annuity, Joint and 66 2/3% survivor annuity, 120-month certain and life annuity, and lump sum

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• Optional form conversion factors	**Lump sums** IRC Section 417(e) mortality table for applicable year and interest based on 3-segment yield curve. **All other forms of payment** 10.00% interest and 1971 Group Annuity Mortality Table, weighted 75% male.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Sybron Kerr Union Plan

Effective date and plan year	Original plan: January 1, 1969 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None
Definitions	
• Plan name	Sybron Dental Specialties, Inc. Kerr UAW Union Retirement Plan
• Type of plan	$ per month per year of service
• Eligibility	All employees become participants on their date of employment. For purposes for this Plan, employees include only those persons who are members of the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW), or West Side Local 174. Individuals accruing benefits under another Pension Plan or Profit Sharing Plan sponsored by the company, however, are excluded from accruing benefits under this Plan. Effective December 31, 2008, the plan was frozen to new entrants.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. **Credited Service was frozen effective December 31, 2008.**
• Accrued benefit	Monthly benefit payable as a single life annuity equal to $26 multiplied by the number of months of Benefit Service.
Normal retirement	
• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction is 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit.

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Deferred vested	
• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).
Disability	
• Eligibility	A participant with 10 or more years of Vesting Service who becomes totally and permanently disabled during employment is entitled.
• Benefit	Unreduced accrued benefit payable at their disability retirement date.
Pre-retirement death	
• Benefit	• Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 60% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. • Spouses of active participants who die before reaching age 55 but after earning 10 years of Vesting Service are eligible to receive a deferred life annuity equal to 60% of the participant's accrued benefit, reduced to reflect an assumed election of the 60% joint and survivor option, beginning on or after the deceased participant's earliest retirement date. This benefit is reduced for payment before the participant's normal retirement date. • Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 60% of the accrued benefit, reduced in the same manner as (b) above. • Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 60% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).
• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service or was determined to be totally and permanently disabled after age 60 will be entitled to a lump sum death benefit of $7,000.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	• Level Income option • Contingent Annuitant Option with 60% or 66-2/3%.

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	Reduction for the 60% joint and survivor benefit is 90% of the single life annuity reduced/(increased) by ½% for each full year in excess of five/(zero) that the spouse is younger/(older) than the participant.
• Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Sybron Retirement Security Plan

Effective date and plan year	Original plan: January 1, 2001 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	
Status of the plan	Plan was frozen as of December 31, 2006.
Significant events that occurred during the year	None
Definitions	
• Plan name	Sybron Dental Specialties, Inc. Retirement Security Plan
• Type of plan	Average pay plan
• Eligibility	Any employees who on January 1, 2001 had not retired from employment with the Company and who was an active participant in the Sybron Retirement Security Plan as in effect December 31, 2000, shall continue as a participant under this plan. All other employees shall become participants as of the latest of (a) January 1, 2001, (b) their date of employment in a participating segment, or (c) the date their employer becomes a participating segment.
• Employee contributions	Not applicable.
• Vesting service	Employment period(s) for which employees receive credit for purposes of determining eligibility to participate in the plan and eligibility for benefits.
• Credited service	Equal to Vesting Service minus any periods of Vesting Service for which the participant was not accruing benefits under the plan. Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.
• Accrued benefit	Equal to the sum of (a) and (b): (b) Accrued benefit as of December 31, 2000 under the terms of the Sybron Retirement Security Plan (c) For each year of benefit service on or after January 1, 2001: the sum of (i), (ii) and (iii) where: (i) For each year of benefit service up to thirty-five years: 1.05% of annual compensation up to the Social Security Covered Compensation, (ii) For each year of benefit service up to thirty-five years: 1.50% of annual compensation above the Social Security Covered Compensation (iii) For each year of benefit service in excess of thirty-five years: 1.40% of annual compensation. At December 31, 2006, a transition benefit was granted to those active participants who were at least age 50. The transition benefit is equal to 2.5% of annual compensation for the 2006 plan year. This benefit is not payable until Normal Retirement Date
Normal retirement	
• Eligibility	The first day of the calendar month that coincides with or next follows the date that the Participant attains age 65.

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• Benefit	Accrued benefit
Early retirement	
• Eligibility	The first day of the calendar month following the date on which the Participant attains age 55 and completes at least 10 years of Vesting Service.
• Benefit	The Participant's Pension shall be reduced for each year by which the Participant's Annuity Starting Date precedes his or her Normal Retirement Date. For participants with greater than 30 years of Vesting Service, the reduction 4% per year for each year that the benefit commencement precedes age 62. For all others, the reduction is 4% per year for each year that the benefit commencement precedes age 65.
Deferred vested	
• Eligibility	3 years vesting service
• Benefit	Accrued Benefit, if vested (3 years) as of severance from service date, payable at Normal Retirement Date. Participants with more than 10 years of Vesting Service are eligible to receive their benefit at age 55, reduced 5/9% for each full month up to 60 months plus 5/18% for each month in excess of 60 months that benefit commencement precedes normal retirement (age 65).
Disability	
• Eligibility	10 or more years of Vesting service and totally and permanently disabled during employment
• Benefit	Unreduced accrued benefit payable at disability retirement date
Pre-retirement death	
• Benefit	• Spouses of active participants who die after attaining age 55 with more than 10 years of Vesting Service are entitled to an immediate life annuity of 50% of the accrued benefit. The benefit is reduced to reflect payment beginning before the normal retirement date and reduced by ½% for each full year in excess of 5 years that the spouse is younger than the participant or increased ½% for each full year that the spouse is older than the deceased participant. • The surviving spouse of an active participant who dies before reaching age fifty-five (55) but after earning ten (10) years of Vesting Service is eligible to receive a deferred life annuity equal to 50% of the participant's accrued benefit, beginning on the deceased participant's earliest retirement date. The benefit is not reduced for payment beginning before the deceased participant's normal retirement date. This benefit is reduced by ½% for each full year that the surviving spouse is younger than the deceased participant or increased by ½% for each full year the surviving spouse is older than the deceased participant. • Spouses of active participants who die with less than 10 years of Vesting Service and more than 5 years of Vesting Service are entitled to a life annuity of 50% of the accrued benefit, reduced in the same manner as (b) above. • Spouses of deferred vested participants who die before commencing benefits are eligible to receive the benefit they would have received under the 50% joint and survivor form of payment, beginning on or after the participant's earliest retirement date (normal retirement date if the employee had less than 10 years of Vesting Service at termination).

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• Benefit after normal retirement	The spouse of a participant who dies during retirement who retired after 10 years of Vesting Service will be entitled to a lump sum death benefit of $5,000.
Form of benefits	
• Automatic form for unmarried participants	Single life annuity
• Automatic form for married participants	60% joint and survivor annuity, reduced by plan factors
• Optional forms	Contingent Annuitant Option with 50%, 66-2/3% or 100% payable to the surviving spouse 10 year certain and life annuity. Reduction for the 50% joint and survivor benefit is 87.5% of the single life annuity reduced/(increased) by ½% for each full year the spouse is younger/(older) than the participant.
• Optional form conversion factors	Mortality: 1994 Group Annuity Reserving Table. Interest Rate: Five percent (5%) per annum, compounded annually
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Tektronix Cash Balance Plan

Effective date and plan year	Original plan: December 1, 1974 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	December 31, 2008
Status of the plan	Plan was frozen as of December 31, 2008.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Cash balance plan
• Eligibility / Participation	Eligible employees become participants on January 1 following their date of hire. Leased contract and temporary employees not on the Tektronix payroll are excluded from the plan. Also excluded from the plan are employees covered by a collective bargaining agreement that excludes participation in the plan, employees that receive compensatory pay in lieu of retirement benefits. Effective January 1, 1998, the Tektronix Pension Plan and Grass Valley Pension Plan were merged to create the Tektronix Cash Balance Plan. Effective August 1, 2004, the plan was closed to new hires.
• Employee contributions	Not applicable.
• Earnings	Actual Base Pay earned and paid each month - same as 401(k) plan definition of pay. Reimbursement, fringe benefits, moving expenses, premium part of overtime pay, shift differential, bonuses, incentive pay, results sharing plan awards, severance or disability pay, salary continuation, other deferred compensation amounts and welfare benefits are excluded.
• Integration level	The integration level for the Cash Balance Plan pay credits is the Social Security Taxable Wage Base in effect for the Plan Year.
• Service	After 1/1/98, the elapsed time method is used.
• Initial account balance	An initial account was established for participants who were active employees on December 31, 1997.
• Pay credits	For active employees as of 12/31/97; 4.5% of Earnings plus 4.5% of Earnings in excess of the Social Security Taxable Wage Base. For employees hired or rehired after 12/31/97, 3.5% of Earnings plus 3.5% of Earnings in excess of the Social Security Taxable Wage Base. **Effective December 31, 2008, ongoing pay credits ceased**. Active participants at the time of the freeze received a one time enhancement of five times the value of the pay credit based on their 2008 compensation, payable not before the Normal Retirement Date.
• Interest credits	Nominal rate based on the One-Year Treasury Constant Maturity plus ½ of 1%, rounded up to the next highest quarter percent. Interest is credited to the Cash Balance Account monthly (1/12 of the nominal rate) with Pay Credits earned during the month weighted by one-half.
• Cash balance account	Equals the sum of the Initial Account Balance, Pay Credits and Interest Credits.

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• Accrued benefit	Greater of the participant's accrued benefit at 12/31/97 and their Cash Balance Account with interest to Normal Retirement Date, converted to a monthly annuity at Normal Retirement Age using GATT assumptions.
Normal retirement	
• Eligibility	First of month coincident with or next following the attainment of age 65.
• Benefit	Payable at Normal Retirement Date: (a) Lump Sum: Greater of (i) and (ii): (i) Present value of the participant's 12/31/97 accrued benefit using GATT assumptions, and (ii) Cash Balance Account. (b) Annuity: Greater of (i) and (ii): (i) participant's 12/31/97 accrued benefit (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
Early retirement	
• Eligibility	The Participant has completed at least five (5) years of Vesting Service and has attained age fifty-five (55).
• Benefit – Participant separates (vested) from service before age 55	(a) Lump Sum: Greater of (i) and (ii): (i) Present value of 12/31/97 accrued benefit using GATT assumptions, (ii) Cash Balance Account. (b) Annuity (benefits commence before age 55): Greater of (i) and (ii): (i) Accrued benefit reduced for early commencement using GATT assumptions, (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age). (c) Annuity (benefits commence after age 55): Greater of (i) and (ii): (i) Accrued benefit reduced for early retirement using the early retirement factors from the plans in effect at 12/31/97 (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age).
• Benefit – Participant separates (vested) from service after age 55	(a) Lump Sum: Greater of (i) and (ii): (i) Present value of 12/31/97 accrued benefit using GATT assumptions, (ii) Cash Balance Account. (b) Annuity: Greater of (i) and (ii): (i) Accrued benefit, reduced for early commencement using the early retirement factors from the plans in effect at 12/31/97, (ii) Cash Balance Account converted to a monthly annuity using GATT assumptions (current age); multiplied by the applicable Transition Group Factor. The Transition Group Factors only apply to employees who terminate employment after reaching age 55 who were at least age 40 and 100% vested as of 12/31/97; or had 15 years of eligibility service as of 12/31/97. Transition Group Factors are based on age and service at retirement, as described below.

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- Transition factors

Active employees at January 1, 1998 that were 40 or older with 5 or more years of service are eligible for transition factors if they retire after age 55. Sample factors are listed below:

	Service at Retirement				
Age at Retirement	**<15**	**20**	**25**	**30**	**35**
55	1.10	1.43	1.81	2.19	2.35
56	1.10	1.39	1.74	2.10	2.17
57	1.10	1.34	1.67	2.00	2.00
58	1.10	1.29	1.59	1.84	1.84
59	1.10	1.25	1.52	1.69	1.69
60	1.10	1.20	1.45	1.55	1.55
61	1.10	1.17	1.37	1.42	1.42
62	1.10	1.14	1.30	1.30	1.30
63	1.10	1.10	1.19	1.19	1.19
64	1.05	1.05	1.09	1.09	1.09
65	1.00	1.00	1.00	1.00	1.00

Deferred vested

- Eligibility: 100% vested at the earlier of 3 years of service using the elapsed time method and Normal Retirement Date.
- Benefit: Accrued benefit

Disability: Not applicable

Pre-retirement death

- Benefit:

(a) Lump Sum: Greater of (i) and (ii):
  (i) Present value of the 50% survivor benefit related to the 12/31/97 accrued benefit,
  (ii) Cash Balance Account.

(b) Annuity: Greater of (i) and (ii):
  (i) 50% of the 12/31/97 accrued benefit converted to a 50% joint and survivor annuity and reduced for early commencement.
  (ii) Cash Balance Account converted to a monthly annuity using the beneficiary's age, GATT assumptions.

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Form of benefits	
• Optional forms	• Lump Sum • Single Life Annuity • Joint & Survivor Annuity (50%, 66 2/3%, 75% or 100%) • Single Life Refund Annuity
• Optional form conversion factors	Optional forms are actuarially equivalent to the Single Life Annuity GATT basis for Lump Sums and Refund Annuity, three-month lookback period, rates change monthly. “Plan factors” for Joint & Survivor Options.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Terryville "Component" Plan

Effective date and plan year	Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	January 1, 1991
Status of the plan	Plan was frozen as of December 31, 1995.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of continuous service.
• Employer contributions	All contributions to the plan are paid by the plan sponsor.
• Employee contributions	Not applicable.
• Vesting service	From date of hire
• Credited service	From latter of eligibility date and cutoff date (January 1, 1954). **Credited Service has been frozen. Accrued benefit information was provided by the plan sponsor.**
• Accrued benefit	$13 (effective January 1, 1990) times credited service up to a maximum of 35 years.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of vesting service
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 of 1% per month from age 60 to 65 and by 1/2 of 1% per month from age 55 to 60
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	Accrued benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Eligibility	Eligible for Social Security Disability benefits
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date, payable upon the attainment of age 55 and 5 years of Vesting service.
Pre-retirement death	
• Eligibility	3 years vesting service
• Benefit	Effective 1/1/85, a pension equal to 50% of the benefit accrued to the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the employee's death and what would have been the employee's Early retirement Date.

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Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Thomson Floor "Component" Plan

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2005.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Average Pay Plan
• Eligibility	Employees subject to a collective bargaining agreement at Thomson Industries who were either 1) hired prior to June 1, 1973 or 2) were hired between June 1, 1973 and December 31, 1976 and were born prior to June 1, 1933.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	(a) reduced by (b) below: (a) 1% of the first $13,200 of Earnings plus 1.25% of Earnings in excess of $13,200 for each Plan Year after December 31, 1988. (b) The benefit that can be purchased with employer contributions plus investment earnings to the defined contribution plan.
Normal retirement	
• Benefit	Accrued benefit
Early retirement	
• Eligibility	The Participant has completed at least ten (10) years of Vesting Service and has attained age fifty-five (55).
• Benefit	The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

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Deferred vested	
• Eligibility	3 years of Vesting service
• Benefit	The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account.
Disability	
• Eligibility	Totally and permanently disabled
• Benefit	The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date.
Pre-retirement death	
• Benefit	The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only),or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)
• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Thomson Retirement Security "Component" Plan

Effective date and plan year	Original plan: January 1, 1989 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Most recent amendment	
Status of the plan	The plan is frozen to participation and future benefit accruals.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Average pay plan
• Eligibility	All employees not subject to a collective bargaining agreement hired prior to January 1, 1991, in addition to all employees of Thomson Micron LLC not subject to a collective bargaining agreement.
• Employee contributions	Not applicable.
• Vesting service	An employee's aggregate number of years, months and days of employment up to his Normal, Early, or Disability Retirement Date, date of death or date of other termination of employment.
• Credited service	All continuous service (years and completed month) measured from the first of the month following employment (after age 21 with one year of service for Micron) to the Member's Normal, Early or Disability Retirement Date, date of death or date of other termination of employment. Credited Service is not granted I the Security Plan after December 31, 1990, except for employees of Thomson Micron LLC.
• Accrued benefit	Excluding employees of Thomson Micron LLC: The sum of (a) and (b) reduced by (c): (a) For Credited Service Prior to January 1, 1984: 1% of the first $13,200 of Average Earnings plus 1.5% of Average Earnings plus in excess of $13,200 times years of Credited Service prior to January 1, 1984. Years of Credited Service are measured to the earlier of age 65 or December 31, 1983. (b) For Credited Service Subsequent to December 31, 1983 and Prior to January 1, 1991: 1% of the first $13,200 of Earnings plus 1.25% of Earnings in excess of $13,200 for each year of Credited Service after December 31, 1983. (c) The purchased annuity as of July 1, 1985. Employees of Thomson Micron LLC: (a) but not less than (b): (a) Annuity that is actuarially equivalent to the participant's Cash Balance Account. (b) For employees who were participants on May 31, 1997, the accrued benefit as of May 31, 1997 under the Micron Plan
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 55 and 10 years of service

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• Benefit	The Member's Accrued Pension reduced by 1/15 for each of the first five years and 1/30 by each of the next five years that commencement of payments precedes the member's Normal Retirement Date. For participants with a Cash Balance Account, benefit at early retirement is the actuarial equivalent of the Cash Balance Account.
Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	The Accrued Pension the Member would have received had he retired on his Normal Retirement Date. For participants with a Cash Balance Account, benefit at deferred retirement is the actuarial equivalent of the Cash Balance Account.
Disability	
• Benefit	The Member's Accrued Pension as of the date of disability. For participants with a Cash Balance Account, Annual Account Credits will be calculated assuming Earnings continue at the rate in effect at the incidence of disability. Annual Account Credits will stop at the earliest of Normal Retirement Date, recovery from disability, or upon election to commence benefits prior to Normal Retirement Date.
Pre-retirement death	
• Benefit	The amount which would have been payable to the spouse had the Member separated from service on his date of death, survived to the earliest date on which he would have become eligible to receive a benefit, and elected a 50% joint and survivor annuity with his spouse named as the survivor. For participants with a Cash Balance Account, the amount of the benefit is the Cash Balance Account.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• Lump Sum Payment • Contingent Annuity – either 100%, 66-2/3% (Micron only),or 50% option • Certain and Continuous – with either a 10 or 5 year guarantee period (Micron only)

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• Optional form conversion factors	Mortality: 1971 TPF & C Forecast Mortality Table, with a two (2) year setback in age for a Participant and a four (4) year setback in age for a Beneficiary. Interest rate: Six percent (6%) per annum, compounded annually. **Employees of Thomson Micron LLC:** Mortality: 1984 Unisex Pensioners Mortality Table Interest rate: Immediate annuity interest assumption used by the PBGC for the calculation of lump sum distributions as of the first day of the plan year.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

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Videojet Plan

Effective date and plan year	Original plan: December 31, 2002 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 2002.
Significant events that occurred during the year	None
Definitions	
• Type of plan	Final average pay plan
• Eligibility	Become eligible on January 1 or July 1 on or after age 21 and completion of one year (12 months) of service.
• Employee contributions	Not applicable
• Vesting service	Each plan year with 1,000 Hours of service
• Credited service	**Credited Service was frozen as of December 31, 2002.**
• Accrued benefit	1.25% of Average earnings (last 5 years) times service plus 0.55% of average earnings above the Social Security Covered Compensation, multiplied by years of service (maximum 35 years), but not less than $180 per year of service.
Normal retirement	
• Eligibility	Attainment of age 65 and 5 years of service
• Benefit	Accrued benefit
Early retirement	
• Eligibility	Attainment of age 55 and 10 years of service
• Benefit	Accrued Benefit reduced from age at normal retirement date as follows:

Age	Base Benefit Reduction Factor	Excess Benefit Reduction Factor
65	0%	0%
64	3%	3%
63	6%	6%
62	9%	10%
61	12%	16%
60	15%	22%
59	21%	28%
58	27%	34%
57	33%	40%
56	39%	46%
55	45%	52%

Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit

Schedule SB, Part V — Summary of Plan Provisions

Deferred vested	
• Eligibility	3 years of vesting service
• Benefit	Accrued Benefit, if vested as of Severance from Service Date, payable at Normal Retirement Benefit
Disability	
• Eligibility	As a result of injury or disease, the Participant is unable to engage in the material and substantial duties of his occupation during the first two (2) years of disability.
• Benefit	Accrued Benefit as of Disability Retirement Date, payable immediately.
Pre-retirement death	
• Eligibility	3 years of vesting service
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements and one year of marriage. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.
Form of benefits	
• Automatic form for unmarried participants	Life annuity
• Automatic form for married participants	50% Joint & Survivor Annuity actuarially reduced
• Optional forms	• 50%, 66 2/3%, or 100% Joint and Survivor Annuity • Five years certain annuity (also 10 years for Itek) • Level Income option
• Optional form conversion factors	Mortality: 1971 Group Annuity Mortality Table, with male annuity factors weighted eighty percent (80%) and female annuity factors weighted twenty percent (20%). Interest rate: Six percent (6%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Schedule SB, Part V — Summary of Plan Provisions

Walworth "Components" Plan

Effective date and plan year	Original plan: December 31, 1994 Restated plan: January 1, 2011 Plan year: January 1 through December 31
Status of the plan	Plan was frozen as of December 31, 1994.
Significant events that occurred during the year	None
Definitions	
• Type of plan	$ per month per year of service
• Eligibility	First of the month coincident with or next following completion of one year of Eligibility service.
• Employee contributions	Not applicable.
• Vesting service	From date of hire.
• Credited service	From date of hire. **Credited Service has been frozen. Accrued benefit information was provided by the Plan sponsor.**
• Accrued benefit	$15 (effective January 1, 1989) times Credited Service
Normal retirement	
• Eligibility	Attainment of age 65
• Benefit	Accrued Benefit
Early retirement	
• Eligibility	Attainment of age 55 and 5 years of vesting service
• Benefit	Accrued benefit reduced by 1/3 if 1% per month from age 60 to 65 and 1/2 by 1% per month from age 55 to 60.
Late retirement	
• Eligibility	The first day of any month after age 65 following the date the member terminates employment.
• Benefit	Accrued benefit
Deferred vested	
• Eligibility	3 years of vesting service.
• Benefit	Accrued Benefit, if vested as of severance from service date, payable at Normal Retirement Date.
Disability	
• Benefit	The greater of (1) 100 per month, and (2) Normal Retirement Benefit accrued to Disability Retirement Date.
Pre-retirement death	
• Eligibility	3 years of vesting service.
• Benefit	50% of Accrued Benefit as of the date of death will be paid to the surviving spouse of an active employee who has completed the vesting requirements. It will be payable at the later of the first of the month following the death and the earliest Early Retirement Date that benefit would have commenced.

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 & Survivor Annuity actuarially reduced
• Optional forms	• 100% Joint and Survivor Annuity • Level Income option
• Optional form conversion factors	Mortality: 1984 Unisex Pensioner's Mortality Table, with no setback in age for a Participant and a three (3)-year setback in age for the Beneficiary of a deceased Participant. Interest rate: Seven and one-half percent (7-1/2%) per annum, compounded annually.
Miscellaneous	
• Maximum benefits	Annual benefits may not exceed the limits in IRC Section 415 at the time benefits were frozen.

Benefits Included or Excluded

Unless noted above, all benefits provided by the plan, as restated effective January 1, 2020, and amended through Amendment #5, are included in this valuation.

- **Most recent plan amendments included:** Amendment #5.
- **Plan amendments excluded**: None.
- **Late retirement increases:**
  - *Active participants*: The plan applies late retirement actuarial increases for all participants who defer retirement beyond their normal retirement date and this valuation includes those increases.
  - *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:**

Schedule SB, Part V — Summary of Plan Provisions

- *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.
- *Benefit accruals:* The plan's funding target does not reflect any limitation on benefit accruals. 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.
- **Unpredictable contingent event benefits:** The plan does not have any unpredictable contingent event benefits.

Plan provision changes since prior valuation

A group annuity contract was purchased during 2024 for eligible retirees. There were no other plan provision changes since the prior valuation.

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 weighted average retirement age is the total for column E divided by the total for column D, rounded to one decimal point. It should be noted that while only rounded values are shown in the table, the full content of each cell, including decimal portions, is used in the calculations.

Tektronix eligible for transition factors: 1 * 60.58 = 61
Amersham/Cytiva: 104 * 62.88 = 6,540
All other participants: 2,250 * 62.60 = 140,850

(61+6,540+140,850) / 2,355 = 62.61

Tektronix Group Participants (Eligible for transition group factors):

The average retirement age is 60.58

(A)	(B)	(C)	(D)	(E)
		Calculations		
Age	Rate of Retirement	Lx	#Ret	#Ret X Age
55	9.00%	10,000	900	49,500
56	9.00%	9,100	819	45,864
57	9.00%	8,281	745	42,482
58	9.00%	7,536	678	39,336
59	9.00%	6,857	617	36,413
60	15.00%	6,240	936	56,163
61	15.00%	5,304	796	48,534
62	30.00%	4,509	1,353	83,861
63	20.00%	3,156	631	39,766
64	10.00%	2,525	252	16,159
65	100.00%	2,272	2,272	147,703
Total			10,000	605,781

Weighted Average Retirement Age:	(605,781/10,000) = 60.58

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

Amersham/Cytiva

The average retirement age is 62.88

(A)	(B)	(C)	(D)	(E)
		Calculations		
Age	Rate of Retirement	Lx	#Ret	#Ret X Age
55	1.50%	10,000	150	8,250
56	1.50%	9,850	148	8,288
57	1.50%	9,702	146	8,322
58	1.50%	9,557	143	8,294
59	1.50%	9,413	141	8,319
60	10.00%	9,272	927	55,620
61	15.00%	8,345	1,252	76,372
62	20.00%	7,093	1,419	87,978
63	35.00%	5,675	1,985	125,055
64	15.00%	3,688	553	35,392
65	50.00%	3,135	1,568	101,920
66	50.00%	1,568	784	51,744
67	50.00%	784	392	26,264
68	50.00%	392	196	13,328
69	50.00%	196	98	6,762
70	100.00%	98	98	6,860
Total			10,000	628,768

Weighted Average Retirement Age:	(626,768/10,000) = 62.88

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

All Other Participants

The average retirement age is 62.60

(A)	(B)	(C)	(D)	(E)
		Calculations		
Age	Rate of Retirement	Lx	#Ret	#Ret X Age
55	4.00%	10,000	400	22,000
56	5.00%	9,600	480	26,880
57	5.00%	9,120	456	25,992
58	6.00%	8,664	520	30,151
59	7.00%	8,144	570	33,635
60	9.00%	7,574	682	40,900
61	13.00%	6,892	896	54,657
62	15.00%	5,996	899	55,766
63	15.00%	5,097	765	48,166
64	20.00%	4,332	866	55,455
65	25.00%	3,466	866	56,321
66	30.00%	2,599	780	51,469
67	35.00%	1,820	637	42,670
68	25.00%	1,183	296	20,107
69	25.00%	887	222	15,302
70	100.00%	665	665	46,571
Total			10,000	626,040

Weighted Average Retirement Age:	(626,040/10,000) = 62.60

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

Distribution of active participants as of January 1, 2025

Attained age	Years of vesting service[1]										
	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											
30–34				18							18
35–39			4	40	21						65
				2,933	7,218						
40–44			4	57	69	54	3				187
				4,189	9,649	14,826					
45–49			1	51	85	136	50	1			324
				6,234	16,443	19,152	21,118				
50–54			1	56	70	144	109	26	4		410
				6,920	15,351	27,876	40,120	52,542			
55–59			2	45	69	181	111	78	48	3	537
				7,641	18,077	24,479	45,357	84,762	67,459		
60–64			3	38	60	122	101	76	85	33	518
				6,397	22,341	33,784	52,237	76,109	107,033	73,901	
65–69			2	19	18	55	37	31	27	50	239
						36,165	72,874	85,141	101,486	125,229	
70 & up				1	11	9	14	5	4	13	57
Total			17	325	403	701	425	217	168	99	2,355
											33,450

In each cell, the top number is the count of active participants for each age/service combination and the bottom number is average cash balance account on January 1, 2025 for those participants who have a cash balance. Average cash balance is not shown for cells with fewer than 20 participants.

[1] Vesting service is based on the elapsed time from date of hire.

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
DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
DANAHER CORPORATION

D Employer Identification Number (EIN)
59-1995548

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**	1,898,795,837
b Actuarial value	**2b**	1,781,689,794

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	9,731	1,027,151,255	1,027,151,255
b For terminated vested participants	9,182	486,702,434	486,702,434
c For active participants	2,355	149,371,174	149,371,174
d Total	21,268	1,663,224,863	1,663,224,863

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**	5.26%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	5,700,000
c Target normal cost	**6c**	5,700,000

Statement by Enrolled Actuary

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

SIGN HERE

Thomas Skiavo

Signature of actuary

7/15/2026

Date

THOMAS SKIAVO, EA

Type or print name of actuary

2606727

Most recent enrollment number

MERCER

Firm name

202-331-5200

Telephone number (including area code)

1050 CONNECTICUT AVE, NW SUITE 700

WASHINGTON DC 20036

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)	16,702,020	29,673,833
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	16,702,020	29,673,833
10	Interest on line 9 using prior year's actual return of 11.68%	1,950,796	3,465,904
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.12%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		
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)	18,652,816	33,139,737

Part III Funding Percentages

14	Funding target attainment percentage	14	104.00%
15	Adjusted funding target attainment percentage	15	106.76%
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	106.96%
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:

	1st segment: %	2nd segment: %	3rd segment: %	
a Segment rates:				☒ 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 ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):		
a Target normal cost (line 6c)	**31a**	5,700,000
b Excess assets, if applicable, but not greater than line 31a	**31b**	5,700,000

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

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	0

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

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

Plan: Danaher Corporation & Subsidiaries Pension Plar
EIN/PN: 59-1995548/003

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
Current Plan Year	9,778,157	62,291,684	111,727,715	183,797,556
Current Plan Year + 1	8,870,399	32,207,042	105,743,205	146,820,646
Current Plan Year + 2	9,688,794	33,335,465	101,583,689	144,607,948
Current Plan Year + 3	10,144,163	33,255,444	97,789,828	141,189,435
Current Plan Year + 4	10,273,184	35,016,463	93,695,532	138,985,179
Current Plan Year + 5	10,929,697	35,657,179	89,562,946	136,149,822
Current Plan Year + 6	11,001,171	35,200,159	85,562,954	131,764,284
Current Plan Year + 7	11,140,042	35,221,320	81,081,413	127,442,775
Current Plan Year + 8	11,084,363	34,106,926	76,770,489	121,961,778
Current Plan Year + 9	11,176,257	33,918,837	72,401,728	117,496,822
Current Plan Year + 10	11,015,923	33,349,181	68,011,469	112,376,573
Current Plan Year + 11	10,862,123	33,715,567	63,675,527	108,253,217
Current Plan Year + 12	10,643,356	30,983,178	59,366,303	100,992,837
Current Plan Year + 13	10,434,912	30,664,664	55,081,567	96,181,143
Current Plan Year + 14	10,139,863	30,616,889	50,851,403	91,608,155
Current Plan Year + 15	9,786,251	28,470,304	46,718,541	84,975,096
Current Plan Year + 16	9,504,471	27,440,863	42,688,394	79,633,728
Current Plan Year + 17	9,192,006	25,228,668	38,765,103	73,185,777
Current Plan Year + 18	8,780,050	23,966,150	34,989,992	67,736,192
Current Plan Year + 19	8,422,818	23,063,431	31,371,187	62,857,436
Current Plan Year + 20	7,994,235	21,026,761	27,926,740	56,947,736
Current Plan Year + 21	7,610,158	19,804,870	24,673,441	52,088,469
Current Plan Year + 22	7,188,469	18,533,901	21,626,178	47,348,548
Current Plan Year + 23	6,733,256	17,190,120	18,797,457	42,720,833
Current Plan Year + 24	6,283,618	16,020,679	16,196,802	38,501,099
Current Plan Year + 25	5,863,090	14,680,792	13,830,297	34,374,179
Current Plan Year + 26	5,401,295	13,245,695	11,700,093	30,347,083
Current Plan Year + 27	4,958,484	12,001,715	9,804,238	26,764,437
Current Plan Year + 28	4,524,776	10,834,262	8,136,767	23,495,805
Current Plan Year + 29	4,091,424	9,703,230	6,687,915	20,482,569
Current Plan Year + 30	3,681,475	8,712,829	5,444,601	17,838,905
Current Plan Year + 31	3,281,420	7,665,615	4,391,059	15,338,094
Current Plan Year + 32	2,907,355	6,811,717	3,509,652	13,228,724
Current Plan Year + 33	2,559,427	5,862,510	2,781,565	11,203,502
Current Plan Year + 34	2,233,459	5,170,723	2,187,692	9,591,874
Current Plan Year + 35	1,938,494	4,371,273	1,709,274	8,019,041
Current Plan Year + 36	1,670,849	3,732,752	1,328,444	6,732,045
Current Plan Year + 37	1,431,162	3,165,807	1,028,745	5,625,714
Current Plan Year + 38	1,219,537	2,665,817	795,362	4,680,716
Current Plan Year + 39	1,033,701	2,228,702	615,325	3,877,728
Current Plan Year + 40	871,948	1,849,796	477,571	3,199,315
Current Plan Year + 41	732,194	1,524,050	372,835	2,629,079
Current Plan Year + 42	612,222	1,246,292	293,535	2,152,049
Current Plan Year + 43	509,844	1,011,364	233,600	1,754,808
Current Plan Year + 44	422,919	814,248	188,242	1,425,409
Current Plan Year + 45	349,436	650,209	153,756	1,153,401
Current Plan Year + 46	287,557	514,827	127,325	929,709
Current Plan Year + 47	235,627	404,071	106,822	746,520
Current Plan Year + 48	192,204	314,274	90,673	597,151
Current Plan Year + 49	156,014	242,149	77,729	475,892

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Danaher Corporation & Subsidiaries Pension Plan
as of and for the Years Ended December 31, 2025 and 2024
with Report of Independent Auditors

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
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Building a better working world

Report of Independent Auditors

Plan Administrator
Danaher Corporation & Subsidiaries Pension Plan

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

We have performed audits of the financial statements of Danaher Corporation & Subsidiaries Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the "financial statements").

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 qualified institutions as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 2 to the financial statements, is complete and accurate.

Opinion

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

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

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

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

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

Auditor's Responsibilities for the Audit of the 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:

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

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) as of December 31, 2025, and reportable transactions for the year then ended (referred to as the "supplemental schedules"), are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly

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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).

Ernst & Young LLP

September 28, 2026

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Cash	$ 4,584,206	$ 7,765,626
Investments, at fair value	1,985,228,679	1,886,541,069
Insurance contracts, at contract value	1,799,218	1,734,972
Collateral for securities loaned	49,124,306	39,582,468
Receivables:		
Trades receivable	—	2,933,179
Annuity premium refund receivable	—	824,337
Interest and dividend receivable	1,403,809	2,294,951
Taxes recoverable	1,550,461	1,391,737
Total receivables	2,954,270	7,444,204
Total assets	2,043,690,679	1,943,068,339
LIABILITIES		
Administrative expenses payable	1,435,354	1,304,149
Trades payable	43,778	—
Other liabilities	—	3,385,885
Collateral for securities loaned	49,124,306	39,582,468
Total liabilities	50,603,438	44,272,502
NET ASSETS AVAILABLE FOR BENEFITS	$ 1,993,087,241	$ 1,898,795,837

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
ADDITIONS		
Interest income	$ 32,378,794	$ 31,487,972
Net realized and unrealized appreciation in fair value of investments	220,082,297	182,984,936
Total additions	252,461,091	214,472,908
DEDUCTIONS		
Benefit payments	146,194,535	143,317,543
Purchase of annuity contracts	—	43,977,772
Administrative expenses	11,975,152	11,484,443
Total deductions	158,169,687	198,779,758
NET INCREASE IN ASSETS AVAILABLE FOR BENEFITS	94,291,404	15,693,150
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	1,898,795,837	1,883,102,687
End of year	$ 1,993,087,241	$ 1,898,795,837

See the accompanying Notes to the Financial Statements.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

NOTE 1. DESCRIPTION OF THE PLAN

General

The Danaher Corporation & Subsidiaries Pension Plan (the "Plan") is a defined benefit plan established for eligible U.S.-based employees of Danaher Corporation and its subsidiaries (the "Company" or "Plan Sponsor"). The Plan was established by the Company and is administered through the trustee, Northern Trust Corporation ("Northern Trust" or the "Plan Administrator"). The description of the provisions of the Plan in these notes to the financial statements only covers general features that affect the Plan's financial operations. Participants must refer to the formal legal documents of the Plan and Summary Plan Description for a comprehensive statement of their benefit rights. The Plan includes both a defined benefit component and a cash balance (defined contribution) feature which are both fully frozen.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Company. Expenses that are paid directly by the Company are excluded from these financial statements.

Benefit Payments

Benefits are recorded when paid.

Subsequent Events

Management has evaluated subsequent events for the Plan through September 28, 2026, the date the financial statements were available to be issued. Refer to Note 7 for a discussion of the Plan termination subsequent event.

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NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and judgments that affect the reported amounts of assets, liabilities and changes therein, and the related disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plan by the Plan Sponsor are made, in part, based on the actuarial present value of accumulated plan benefits. Accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, employee compensation and demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements.

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Investments

The Plan's investments are recorded at fair value with the exception of insurance contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

The Plan has some investments that are valued using Net Asset Value ("NAV") as the practical expedient. In addition, some of the investments valued using NAV as the practical expedient have limits on their redemption to monthly, quarterly, semiannually or annually and require up to 90 days prior written notice. In certain cases, investments are subject to multi-year holding requirements. These investments valued using NAV consist of common/collective trusts, venture capital funds, partnerships, and other private investments, which allow the Plan to allocate investments across a broad array of types of funds and diversify the portfolio.

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

Insurance contracts issued by Empower Annuity Insurance Company ("Empower"), formerly Prudential Retirement Insurance and Annuity Company, are carried at contract value in accordance with GAAP. Contract value represents cost adjusted for interest credited and for amounts withdrawn to provide benefits. Interest credits are determined periodically by the insurer and are closely related to the average rate of interest earned by the insurer on its own portfolio. The interest rate used to determine the credits was 5.0% and 4.2% for 2025 and 2024, respectively. Because the Plan has, in the past, elected guaranteed payment of certain participants' retirement income, there is a restriction on withdrawal of assets from the insurance contracts. Only amounts in excess of the amount required for the insurer to guarantee future payment of the guaranteed payments, based on contract terms, the minimum funding liability, may be withdrawn.

The Plan engages in securities lending. Collateral required on U.S. securities is 102% of the market value of the securities lent, plus any accrued interest. Collateral required on non-U.S. securities is 105% of the market value of the securities, plus any accrued interest. Collateral generally consists of cash and equivalents. Non-cash collateral cannot be pledged or sold unless the borrower defaults. The fair value of securities on loan by the Plan was approximately $47.7 million and $38.6 million and the fair value of collateral was approximately $49.1 million and $39.6 million, respectively, at December 31, 2025 and 2024.

All investment information disclosed in the accompanying financial statements and supplemental schedules, including investments held, collateral for securities loaned, trades payable and receivable and interest and dividends receivable held as of December 31, 2025 and 2024 and net realized and unrealized appreciation in fair value of investments and interest income for the year ended December 31, 2025 and net realized and unrealized appreciation in fair value of investments and interest income for the year ended December 31, 2024, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the custodians of the Plan's investments.

Buy-In Annuity Contract

In September 2025, the Company entered into a $349 million insurance buy-in contract for a portion of the benefit obligations under the Plan, which was funded from existing Plan assets without an adjustment to the benefit obligations. The Company has the option to convert the contract to a buy-out in the future. These insurance buy-in contracts are annuity contracts that are expected to provide an income stream to cover the cash flows associated with future contracted payments for the Plan population. However, the benefit obligation remains with the Plan and the Company. This contract was entered into with a third-party insurance company that has no affiliation with the Company or the Plan.

NOTE 3. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Plan funding requirements and the actuarial valuation of accumulated plan benefits were determined by the Plan's actuary. Accumulated plan benefits are those future periodic payments, including lump sum distributions, attributable under the Plan's provisions to the service that eligible employees have rendered to 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. Accumulated plan benefits also include the defined contribution (cash balance) portion of the Plan. For the defined benefit component of the Plan, benefits are determined based on the Plan's provisions depending on the specific historical plan which each employee participated in prior to their latest service date or the date their plan was frozen. Benefits payable under all circumstances, including retirement, death, disability and termination of employment, are included to the

extent they are deemed attributable to employee service rendered to the valuation date. As benefits to be provided via annuity contracts are excluded from plan assets, they are also excluded from accumulated plan benefits.

The actuarial valuation method used by the Plan is the unit credit cost method. The significant actuarial assumptions used in the valuations as of December 31, 2024, were (a) assumed rate of return of 6.64%; (b) a schedule of anticipated retirement ages starting at age 55, with all participants retiring by age 70; (c) mortality rates came from the PRI-2012 separate employee and retiree tables with contingent survivor adjustments for existing survivors and no collar adjustments applied with future improvements using the MMP-2021 projection scale; and (d) various actuarial or experience tables of rates for disabled lives mortality, employment turnover and marital status. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025. Had the valuations been performed as of December 31, 2024, there would be no material differences.

The actuarial present value of accumulated plan benefits as of December 31, 2024, was as follows:

Vested benefits:	
Participants receiving benefits	$ 952,405,470
Active and termed participants with vested benefits	589,549,309
Total accumulated vested benefits	1,541,954,779
Active participants without vested rights	—
Total present value of accumulated plan benefits	$1,541,954,779

The change in accumulated plan benefits for the year ended December 31, 2024, was as follows:

Actuarial present value of accumulated plan benefits at beginning of year	$ 1,626,349,155
Increase (decrease) during the year attributable to:	
Actuarial losses	2,612,799
Increase for interest due to the decrease in the discount period	98,946,842
Change in actuarial assumptions	1,341,298
Annuity purchase	(43,977,772)
Benefits paid	(143,317,543)
Net decrease	(84,394,376)
Actuarial present value of accumulated plan benefits at end of year	$ 1,541,954,779

During 2024, the Company completed an annuity contract buyout of $44.0 million. The actuarial present value of accumulated plan benefits at December 31, 2024 reflects the effect of the 2024 buyout.

There were no Company contributions required for 2025 or 2024 to meet minimum funding requirements by the Employee Retirement Income Security Act of 1974 (“ERISA”).

NOTE 4. FAIR VALUE MEASUREMENTS

Accounting standards define fair value based on an exit price model, establish a framework for measuring fair value where the assets and liabilities are required to be carried at fair value and provide for certain disclosures related to the valuation methods used within a valuation hierarchy as established within the accounting standards. This hierarchy prioritizes the inputs into three broad levels as follows. Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities. Level 2 inputs are quoted prices for similar assets and liabilities in active markets, quoted prices for identical or similar assets in markets that are not active, or other observable characteristics for the asset or liability, including interest rates, yield curves and credit risks, or inputs that are derived principally from, or corroborated by, observable market data through correlation. Level 3 inputs are unobservable inputs based on the Plan’s assumptions. A financial asset’s or liability’s classification within the hierarchy is determined based on the lowest-level input that is significant to the fair value measurement in its entirety.

Following is a description of the valuation techniques and inputs used for each major class of assets measured at fair value.

Common and preferred stock and mutual funds: Valued at the quoted closing price reported on the active market on which the individual securities are traded.

Government and corporate bonds: Valued at quoted prices reported by investment brokers and dealers based on the underlying terms of the security and comparison to similar securities traded on an active market.

Buy-in annuity contract: Valued on an insurer pricing basis based on the premium paid to the insurer to secure the insurance policy, adjusted each reporting period for changes in discount rates and other actuarial assumptions.

Common collective trusts: Valued at NAV using the NAV based on the information provided by the asset fund managers, which reflects the Plan's share of the fair value of the net assets of the investment.

Venture capital, partnerships and other private investments: Valued using the NAV based on the information provided by the asset fund managers, which reflects the Plan's share of the fair value of the net assets of the investment. Depending on the nature of the assets, the underlying investments are valued using a combination of either discounted cash flows, earnings and market multiples, third-party appraisals or through reference to the quoted market prices of the underlying investments held by the venture, partnership or private entity where available. Valuation adjustments reflect changes in operating results, financial condition, or prospects of the applicable portfolio company.

Securities loaned: Valued using the approaches described above depending on the type of securities loaned.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes the valuation methods are appropriate and consistent with the methods used by 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 table sets forth by level, within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2025:

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	$ 141,352,224	$ —	$ —	$ 141,352,224
Common and preferred stock	252,239,933	—	—	252,239,933
Government and corporate bonds	—	61,902,082	—	61,902,082
Buy-in annuity contract	—	—	351,278,053	351,278,053
Mutual funds	132,534,053	—	—	132,534,053
Securities loaned	28,719,355	19,026,447	—	47,745,802
	$ 554,845,565	$ 80,928,529	$ 351,278,053	987,052,147
Investments measured at NAV[1]:				
Common/collective trusts				815,251,882
Venture capital, partnerships and other private investments[2]				182,924,650
Total investments at fair value				$1,985,228,679

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

	Quoted Prices in Active Market (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Cash equivalents	$ 182,374,886	$ —	$ —	$ 182,374,886
Common and preferred stock	259,360,419	—	—	259,360,419
Government and corporate bonds	—	53,150,775	—	53,150,775
Mutual funds	118,570,415	—	—	118,570,415
Securities loaned	17,198,095	21,413,558	—	38,611,653
	$ 577,503,815	$ 74,564,333	$ —	652,068,148
Investments measured at NAV[1]:				
Common/collective trusts				997,287,681
Venture capital, partnerships and other private investments[2]				237,185,240
Total investments at fair value				$1,886,541,069

[1] The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the total Plan assets.

[2] The Plan invests in various private equity funds designed to achieve long term capital appreciation. These assets cannot be redeemed by the investees and are only redeemed by underlying asset liquidation. Liquidation of the funds' underlying assets typically takes five years. Certain of these funds have unfunded commitments of $17.1 million in the aggregate as of both December 31, 2025 and 2024.

The tables above do not include approximately $1.8 million and $1.7 million of insurance contracts reported at contract value as of December 31, 2025 and 2024, respectively. Refer to Note 2 for additional information.

The following table presents a reconciliation of the beginning and ending balances of the fair value measurements using significant unobservable inputs (Level 3):

Balance, December 31, 2024	$ —
Purchases	348,734,456
Unrealized gains/(losses)	2,543,597
Balance, December 31, 2025	$ 351,278,053

Gains and losses (realized and unrealized) included in changes in net assets for the years above are reported in net appreciation (depreciation) in fair value in the Statements of Changes in Net Assets Available for Benefits.

NOTE 5. TAX STATUS OF THE PLAN

The Plan has received a determination letter from the Internal Revenue Service ("IRS") dated April 14, 2021, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the "Code") and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator believes that the Plan, as amended, is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Accounting standards require plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are held in units of common/collective trusts managed by the Northern Trust or held in insurance contracts issued by Empower and Nationwide. Northern Trust, Empower and Nationwide are custodians as defined by the Plan and therefore, these qualify as party-in-interest transactions.

The Plan received no dividends of Danaher Corporation common stock during the year ended December 31, 2025 and during the year ended 2024, the Plan received $507,967 of dividends on shares of Danaher Corporation common stock.

NOTE 7. PLAN TERMINATION AND PENSION BENEFIT INSURANCE

The Plan Sponsor has the right to terminate the Plan subject to the provisions of ERISA and on February 24, 2026, Company's Board of Directors approved the termination of the Plan. Participants of the Plan were notified of the planned termination in July 2026 and the termination is anticipated to occur on September 30, 2026, however, assets are not expected to be distributed at that time. The Plan's remaining benefit obligations are expected to be settled through lump-sum distributions and the purchase of annuity contracts. The assets of the Plan, less the expenses of liquidation, shall be used to pay benefits or to provide for the future payment of benefits in accordance with applicable law, as specified in the Plan. The Company is currently evaluating the impact of the termination, including potential settlement accounting charges and any changes to the basis of accounting.

The Plan is also insured by the PBGC. The insurance provides protection for most vested benefits, subject to certain limitations.

The amount, if any, of a particular participant’s benefits that will be paid will depend on the Plan’s net assets, the priority of the participant’s benefits as compared to the priority of the other participant’s benefits and the type and level of benefits guaranteed by the PBGC at that time.

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF THE YEAR ENDED DECEMBER 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
Insurance Contracts					
*	Empower Retirement Insurance & Annuity Company	523704-E1		27,491	27,491
*	Empower Retirement Insurance & Annuity Company	523485-E1		1,771,727	1,771,727
*	Nationwide Life & Annuity Insurance Company	8100		351,278,053	351,278,053
				353,077,271	353,077,271
Common/Collective Trusts					
*	Collective Short Term Investment Fund	137,851,549	units	137,851,549	137,851,549
*	Northern Trust Collective All Country World Ex-US IMI Fund - Non Lending	666,314	units	74,339,788	185,210,563
*	Northern Trust Collective S&P 500 Index - Non Lending	19,291	units	90,721,577	515,425,024
*	Wellington Trust Company Collective Investment Fund ii Select Leaders Seri	9,003,637	units	91,122,590	114,616,295
				394,035,504	953,103,431
Mutual Funds					
*	Doubleline Funds Trust Emerging Markets Local Currency Bond	214,547	units	2,000,000	2,061,794
*	Doubleline Funds Trust Floating Rate Class I	271,994	units	2,636,719	2,439,783
*	Doubleline Funds Trust Global Bond Fund Class I	282,533	units	2,715,010	2,491,942
*	DoubleLine Funds Trust Selective Credit	1,470,444	units	12,907,708	11,043,036
*	DoubleLine Funds Trust Select Income Fund Class I	418,645	units	4,273,118	3,989,688
*	PIMCO ABS And Short Term Investment Port	1,420,132	units	16,881,646	16,814,363
*	PIMCO High Yield Porfolio	111,534	units	827,238	805,277
*	PIMCO Inflation Response Multi-Asset Institutional Class	4,893,281	units	42,195,421	45,311,786
*	PIMCO PAP Series Emerging Markets Institutional Class	339,911	units	3,303,672	3,378,720
*	PIMCO PAP Series Mortgage Portfolio Insitutional Class	1,128,142	units	10,979,455	9,228,204
*	PIMCO PIM Series International Portfolio Institutional Class	719,132	units	6,216,775	4,350,749
*	PIMCO PIM Series Investment Grade Credit Bond Portfolio Institutional Class	1,856,811	units	17,823,124	16,934,116
*	PIMCO PIM Series Private Account Portfolio Series Municipal Sector	131,466	units	1,008,747	783,536
*	PIMCO PIM Series Real Return Bond Portfolio Institutional Class	301,546	units	3,845,028	3,597,444
*	PIMCO PIM Series U.S. Government Sector Portfolio Institutional Class	1,458,247	units	12,238,228	9,303,615
*	PIMCO Short Term Floating NAV Portfolio II	349,473	units	3,498,239	3,500,675
				143,350,128	136,034,728
Corporate Debt Instruments					
	AAR Escrow Issuer LLC	6.75%	3/15/2029	20,000	20,695
	Abbvie Inc	4.70%	5/14/2045	153,966	127,065
	Adani Energy Sol	4.25%	5/21/2036	110,390	119,626
	Adani International Container Terminal Pvt	3.00%	2/16/2031	151,155	141,020
	AEP Texas Inc	5.45%	5/15/2029	39,988	41,443
	Agree Ltd Partnership	5.63%	6/15/2034	98,827	104,747
	Ai Candelaria (Spain) SA	5.75%	6/15/2033	178,438	220,798
	Alliant Energy Corporation	5.75%	4/1/2056	37,992	37,931
	Altice France SAS Senior Secured Note	6.88%	7/15/2032	9,213	9,589
	American Axle & Manufacturing	7.75%	10/15/2033	10,100	10,190
	American Express Company	5.02%	4/25/2031	162,000	167,086
	American Homes 4 Rent	5.50%	2/1/2034	109,882	113,759
	American Tower Corporation	3.70%	10/15/2049	38,219	40,261
	American Tower Corporation	5.55%	7/15/2033	134,706	141,583
	Amgen Inc	5.75%	3/2/2063	147,850	137,173
	Amphenol Corporation	5.30%	11/15/2055	54,909	52,759
	Amrize Finance US LLC	4.95%	4/7/2030	30,974	31,722
	AngloGold Ashanti	3.38%	11/1/2028	185,250	194,104
	Anthem Inc	4.55%	5/15/2052	49,731	41,517
	Anywhere Real Estate Group LLC	5.25%	4/15/2030	13,763	13,973

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(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	AppLovin Corporation	5.38%	12/1/2031	70,911	73,654
	ArcelorMittal SA	6.00%	6/17/2034	74,894	80,743
	Arizona Public Service Company	5.90%	8/15/2055	155,175	159,125
	Arrow Electronics Inc	5.88%	4/10/2034	74,978	78,365
	Arthur J Gallagher & Company	4.85%	12/15/2029	40,968	41,974
	AT&T Inc3.5	3.50%	9/15/2053	166,302	133,747
	AT&T Inc6.05	6.05%	8/15/2056	21,860	22,201
	Athene Global Funding	4.72%	10/8/2029	69,000	69,062
	Atlassian Corporation	5.25%	5/15/2029	51,777	53,485
	Autozone Inc	5.13%	6/15/2030	72,373	74,321
	Avolon Holdings Funding Ltd	5.75%	3/1/2029	223,374	232,774
	Banco De Bogota SA	6.25%	5/12/2026	200,700	200,768
	Banco De Credito	3.25%	9/30/2031	97,875	98,617
	Banco Mercantil del Norte	8.38%	12/31/2049	200,000	210,000
	Bank 2025-BNK50 Mortgage	0.54%	5/15/2068	95,116	94,811
	Bank of America Corporation	5.47%	1/23/2035	55,000	57,416
	Bank of America Corporation	5.74%	2/12/2036	60,000	62,648
	Bank of America Corporation	6.63%	12/31/2049	38,000	39,595
	Bank of NY Mellon Corporation	5.06%	7/22/2032	119,000	123,491
	Bank5 2025-5Yr18	5.15%	12/15/2058	102,996	102,886
	BAT Capital Corporation	4.54%	8/15/2047	47,521	53,285
	BAT Capital Corporation	5.63%	8/15/2035	71,961	76,234
	BBCMS Mortgage Trust	5.21%	9/15/2057	83,427	83,294
	BDS 2022-Fl11 Llc 2nd Prty Secd Nt Cl B	6.02%	3/19/2039	100,125	100,061
	Bell Canada	6.88%	9/15/2055	42,000	43,330
	Benchmark 2020-B19 Mortgage Trust	2.15%	9/15/2053	139,039	113,927
	Benchmark 2023-B38 Mortgage Trust	5.52%	4/15/2056	103,000	104,651
	Benchmark 2024-V10 Mortgage Trust	5.28%	9/15/2057	103,000	102,993
	Benchmark 2024-V9 Mortgage Trust	5.60%	8/15/2057	103,000	103,963
	Benchmark 2025-V15 Mortgage Trust	6.17%	5/15/2030	51,500	52,513
	Benchmark 2025-V18 Mortgage Trust	5.59%	10/15/2058	103,000	103,065
	Benchmark Mortgage Trust Series 22-B32 Class	floating rate	1/15/2055	103,000	88,031
	Bioceanico Sovereign	0.00%	6/5/2034	84,862	84,397
	Biogen Inc	5.05%	1/15/2031	144,166	148,713
	Black Hills Corporation	6.00%	1/15/2035	139,930	147,361
	Block Financial LLC	5.38%	9/15/2032	81,825	82,657
	BMO 2024-5C6 Mortgage Trust	5.32%	9/15/2057	83,430	83,344
	BMO 2024-5C7 Mortgage Trust	5.89%	11/15/2057	55,620	55,545
	Broadcom Inc	3.50%	2/15/2041	159,426	141,105
	Brown & Brown Inc	6.25%	6/23/2055	30,925	32,350
	BSP Realty Trust 2023-Fl10	6.89%	9/15/2035	100,875	100,190
	Bunge Limited Finance Corporation	4.65%	9/17/2034	89,716	88,466
	Burlington Northern Santa Fe LLC	5.50%	3/15/2055	69,629	69,149
	BX Trust 2025-Aria	5.52%	12/13/2042	100,000	100,774
	Campbell Soup Company	5.40%	3/21/2034	69,744	71,393
	CAP SA	3.90%	4/27/2031	145,750	162,685
	Cardinal Health Inc	4.50%	11/15/2044	8,665	8,618
	Cardinal Health Inc	4.60%	3/15/2043	64,281	64,222
	Carlisle Companies Inc	5.55%	9/15/2040	30,783	31,512
	Carvana Auto	4.31%	9/10/2030	249,990	251,704
	CCL Industries Inc	3.05%	6/1/2030	72,110	75,475
	CCO Holdings LLC / CCO Holdings Capital Corp	4.25%	1/15/2034	8,488	8,503
	Celanese US Holdings LLC	6.50%	4/15/2030	10,000	10,049

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	Celanese US Holdings LLC	6.75%	4/15/2033	10,000	9,948
	Cemex Sab De Cv	5.13%	12/31/2049	198,300	199,392
	Cheniere Energy Inc	4.00%	3/1/2031	73,619	77,008
	Cheniere Energy Inc	4.63%	10/15/2028	133,358	139,814
	Cheniere Energy Inc	5.65%	4/15/2034	79,902	79,985
	CHS/Community Health	6.00%	1/15/2029	25,893	24,998
	Citigroup Inc	variable	5/15/2054	115,341	111,852
	Citigroup Inc	3.06%	1/25/2033	164,222	152,342
	Citigroup Inc	4.50%	9/11/2031	45,000	45,195
	Citigroup Inc	4.95%	5/7/2031	64,000	65,419
	Citigroup Inc	6.88%	12/31/2049	39,000	40,525
	CMO Bank 2021-BN33	2.65%	5/15/2064	87,438	90,497
	CMO Bank 2021-BNK38 Series 21	2.58%	12/15/2064	89,078	95,077
	CMO Bank 2022-BNK39 Series 22	3.18%	2/15/2055	103,000	90,851
	CMO Bank Series 24 Class AS	5.64%	10/15/2057	102,998	102,831
	CMO Bank Series 24 Slass A3	5.29%	8/15/2057	82,400	83,305
	CMO Barclays Commercial Mortgage Sec Sr 25-5C37 Cl A3	5.02%	9/15/2058	102,996	102,383
	CMO BBCMS Mortgage Trust 2021-C12	2.69%	11/15/2054	90,538	94,234
	CMO BBCMS Mortgage Trust 2021-C9	2.22%	2/15/2054	90,056	96,469
	Cmo BBCMS Mortgage Trust Sr 25-5C34 Cl A3	5.66%	5/15/2058	77,672	78,578
	CMO Benchmark 2021-B31 Mortgage Trust	2.57%	12/15/2054	85,219	89,664
	CMO Benchmark Mortgage Trust Ser 24-V8 Cl A3	6.19%	7/15/2057	78,747	79,237
	CMO Benchmark Mortgage Trust Sr 19-B15 Cl A4	2.67%	12/15/2072	126,684	130,779
	CMO Benchmark Mortgage Trust Sr 24-V11 Cl A3	5.91%	11/15/2057	104,016	105,161
	CMO Benchmark Mortgage Trust Sr 25-V17 Cl AM	5.42%	9/1/2058	103,000	102,294
	CMO CFCRE 2016-C4 Mortgage Trust Class C	0.00%	5/10/2058	97,578	98,793
	CMO JPMCC Commercial Mortgage Securities Trust	0.00%	8/15/2049	159,375	139,574
	CMO UBS Commercial Mortgage Trust	3.68%	12/15/2052	129,779	112,294
	CMO Wells Fargo Commercial Mortgage Trust 2019-C50	4.35%	5/15/2052	100,744	91,635
	CMO Wells Fargo Commercial Mortgage Trust Ser 24-5C1 Cl A3	5.93%	7/15/2057	53,062	53,421
	CMO Wells Fargo Commercial Mortgage Trust Sr 25-5C4 Cl A3	5.67%	5/15/2058	102,999	104,594
	CMS Energy Corporation	6.50%	6/1/2055	37,324	38,049
	Commonwealth Edison Co	5.95%	6/1/2055	146,594	153,224
	Compass Inc	4.93%	11/25/2050	100,000	99,905
	Consumers Energy Co	4.50%	1/15/2031	43,987	44,523
	Cosan Overseas Ltd	8.25%	11/29/2049	100,100	101,175
	CRH America Finance Inc	4.40%	2/9/2031	77,839	78,190
	CSX Corporation	3.80%	11/1/2046	161,088	129,822
	DataBank Issuer	2.06%	2/27/2051	162,080	164,254
	Dell Inc	6.50%	4/15/2038	37,704	37,653
	Digicel Group Holdings	0.00%	12/31/2030	36,065	3,372
	DISH DBS Corporation	5.13%	6/1/2029	7,461	8,876
	DTE Energy Company	5.85%	6/1/2034	111,579	117,503
	Duke Energy Corporation	5.00%	8/15/2052	42,035	39,882
	Duke Energy Corporation	5.80%	6/15/2054	100,703	103,199
	Eastern Energy Gas	5.65%	10/15/2054	71,634	72,807
	EchoStar Corporation	10.75%	11/30/2029	16,263	16,587
	Entergy Louisiana LLC	5.80%	3/15/2055	151,111	153,349
	Equinix Inc	2.95%	9/15/2051	79,144	78,677
	Essential Properties LP	5.40%	12/1/2035	42,276	43,171
	Expedia Inc	3.80%	2/15/2028	135,708	137,268
	Extra Space Storage LP	5.40%	6/15/2035	73,874	76,014
	Fertitta Entertainment Inc	6.75%	1/15/2030	10,000	9,504

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	First Industrial LP	5.25%	1/15/2031	93,309	96,046
	Fiserv Inc	5.45%	3/15/2034	140,035	142,147
	Flex Ltd	5.38%	11/13/2035	38,895	38,980
	Flowers Foods Inc	5.75%	3/15/2035	70,871	71,271
	Freeport-McMoRan Inc	4.38%	8/1/2028	50,313	50,019
	Gatx Corporation	5.20%	3/15/2044	30,778	31,209
	Gatx Corporation	5.50%	6/15/2035	40,846	42,096
	GE Healthcare Technologies Inc	4.80%	1/15/2031	75,482	76,444
	Genesee & Wyoming Inc	6.25%	4/15/2032	40,000	41,250
	Global Aircraft Leasing	8.75%	9/1/2027	90,650	93,321
	Global Payments Inc	5.55%	11/15/2035	36,907	36,855
	GNL Qintero SA	0.00%	7/31/2029	92,041	94,113
	Goldman Sachs Group Inc	4.37%	10/21/2031	78,000	77,902
	Goldman Sachs Group Inc	4.94%	10/21/2036	77,000	76,608
	Goldman Sachs Group Inc	6.85%	12/31/2049	36,269	36,397
	Griffon Corporation	5.75%	3/1/2028	25,300	25,050
	Guardian Life Global Funding	4.80%	4/28/2030	65,000	66,438
	Gulfport Energy Corporation	6.75%	9/1/2029	35,131	36,120
	Herc Holdings Inc	7.00%	6/15/2030	20,000	21,048
	HP Enterprise Company	5.00%	10/15/2034	152,580	152,981
	HUB International Ltd	7.25%	6/15/2030	15,075	15,749
	Hubbell Inc	4.80%	11/15/2035	43,618	43,802
	I/O CMO CD 2017-CD 2017-CD6 Mortgage Trust	0.00%	11/13/2050	114,778	26,821
	I/O CMO Citigroup Commerical Mortgage Trust 2016-P4	variable	7/10/2049	57,008	1,212
	I/O CMO Commerical 2016-DC2 Mortgage Trust	0.00%	2/10/2049	47,796	2
	I/O CMO Csail 2017-C8 Commercial Mortgage Trust	0.00%	6/15/2050	92,453	13,697
	I/O CMO JPMCC Commercial Mortgage Securities Trust 2015-JP1	0.00%	1/15/2049	45,363	2
	I/O CMO Morgan Stanley Cap I Series 2015-UBS8	0.00%	12/15/2048	74,392	-
	I/O CMO Morgan Stanley Cap I Series 2016-UBS11	variable	8/15/2049	55,287	1,954
	I/O CMO SG Commercial Mortgage Securities Trust 2016-CS	variable	10/10/2048	168,052	5,021
	I/O CSAIL Commercial Mortgage Trust Series 2015-C1 CL X-A	floating rate	4/15/2050	92,710	1
	Illumina Inc	4.75%	12/12/2030	61,976	62,647
	InRetail Consumer	3.25%	3/22/2028	187,000	195,321
	IQVIA Inc	6.25%	2/1/2029	82,882	87,536
	JBS USA/Food/Finance	3.75%	12/1/2031	101,981	107,306
	JetBlue Airways/Loyalty	9.88%	9/20/2031	9,936	10,075
	JPMorgan Chase & Company	4.81%	10/22/2036	79,000	78,599
	JPMorgan Chase & Company	5.10%	4/22/2031	145,000	149,838
	JPMorgan Chase & Company	5.14%	1/24/2031	61,000	63,101
	JPMorgan Chase & Company	5.58%	7/23/2036	48,000	49,753
	JSW Hydro Energy	4.13%	5/18/2031	127,811	129,236
	Kentucky Utilities Company	5.85%	8/15/2055	31,991	32,397
	Kinder Morgan Inc.	6.95%	1/15/2038	42,868	39,410
	KREF 2021-Fl2 Ltd	floating rate	2/15/2039	96,969	98,065
	Kroger Company	5.65%	9/15/2064	74,682	74,647
	Kyndryl Holdings Inc	4.10%	10/15/2041	146,233	145,340
	Laboratory Corporation of America	4.55%	4/1/2032	139,451	140,021
	Lindblad Expeditions LLC	7.00%	9/15/2030	20,350	20,864
	Lineage Op LP	5.25%	7/15/2030	73,326	74,710
	Loancore 2025-Cre8 Issuer Llc	5.76%	8/17/2042	99,750	100,048
	Lockheed Martin Corporation	5.00%	8/15/2035	75,820	77,554
	Lowe's Companies Inc	5.63%	4/15/2053	39,857	38,891
	LSTAR Commercial Mortgage Trust	0.80%	3/10/2050	61,212	10,012

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	Madison IAQ LLC	5.88%	6/30/2029	55,425	59,637
	Marriott International Inc	4.50%	10/15/2031	77,151	78,250
	Marriott International Inc	5.30%	5/15/2034	75,010	78,510
	Marvell Technology Inc	5.95%	9/15/2033	134,613	144,623
	MasTec Inc	5.90%	6/15/2029	71,629	74,019
	Mattel Inc	5.00%	11/17/2030	30,909	31,243
	McDonald's Corporation	5.45%	8/14/2053	66,669	63,333
	Merck & Comapny Inc	5.70%	9/15/2055	92,720	94,325
	Meta Platforms Inc	5.40%	8/15/2054	145,417	136,259
	Metis Merger Sub LLC	6.50%	5/15/2029	14,919	14,899
	Metlife Inc	6.35%	3/15/2055	62,000	65,378
	Mexico Generadora De Energia S De R L 5.5	5.50%	12/6/2032	101,586	105,624
	Mf1 2024-Fl14 LLC 2nd Prty Secd Nt Cl A-S	5.87%	3/19/2039	100,406	100,197
	Minejesa Capital BV	4.63%	8/10/2030	143,437	143,064
	Morgan Stanley Bank of America Merrill Lynch	4.11%	5/15/2050	158,355	139,400
	Morgan Stanley Capital Trust	1.04%	10/15/2031	163,330	95,102
	Morgan Stanley	4.36%	10/22/2031	39,000	38,909
	Morgan Stanley	5.94%	2/7/2039	69,886	73,689
	Morgan Stanley	5.95%	1/19/2038	36,368	37,935
	Mosaic Solar Loans LLC	4.45%	6/20/2042	46,060	45,314
	Motorola Solutions Inc	5.20%	8/15/2032	60,941	62,974
	Nabors Industries Inc	9.13%	1/31/2030	15,488	15,683
	National Fuel Gas Co	5.95%	3/15/2035	28,905	30,370
	NetApp Inc	5.50%	3/17/2032	36,472	37,497
	Netflix Inc	5.40%	8/15/2054	99,790	97,227
	New York Life Insurance	6.75%	11/15/2039	37,745	37,751
	Newell Brands Inc	6.38%	5/15/2030	9,963	9,766
	Nextera Energy Cap Holdings Inc	5.90%	3/15/2055	39,066	37,547
	NGL Energy Operating LLC	8.13%	2/15/2029	10,000	10,381
	NiSource Inc	5.35%	4/1/2034	139,915	144,610
	NiSource Inc	5.85%	4/1/2055	60,845	61,041
	NiSource Inc	6.95%	11/30/2054	35,933	36,428
	Northrop Grumman Corporation	5.20%	6/1/2054	139,324	131,321
	NXP BV/NXP Funding LLC/NXP USA	4.85%	8/19/2032	60,878	61,411
	Omega Healthcare Investors Inc	3.38%	2/1/2031	77,275	77,569
	OneMain Financial Corporation	6.13%	5/15/2030	25,000	25,487
	OneMain Financial Corporation	6.50%	3/15/2033	30,000	30,304
	OneMain Financial Corporation	7.50%	5/15/2031	20,000	21,043
	Oracle Corporation	5.20%	9/26/2035	37,904	37,453
	Oracle Corporation	5.88%	9/26/2045	61,971	56,141
	O'Reilly Automotive Inc	5.00%	8/19/2034	72,841	73,685
	Owens Corning	5.70%	6/15/2034	65,754	69,523
	Paychex Inc	5.35%	4/15/2032	145,085	150,339
	Petrobras Global	5.13%	9/10/2030	99,024	97,991
	Philip Morris International Inc	5.25%	2/13/2034	68,468	72,497
	Philip Morris International Inc	5.38%	2/15/2033	71,769	74,368
	Phillips Edison Grocery	5.25%	8/15/2032	80,864	82,886
	PNC Financial Services	5.37%	7/21/2036	50,000	51,532
	Prudential Financial Inc	5.20%	3/14/2035	91,723	94,551
	Pvptl CCO Holdings LLC / CCO Holdings Capital Corporation	5.13%	5/1/2027	19,181	19,973
	Pvptl Dornoch Debt Merger Sub Inc	6.63%	10/15/2029	12,150	12,986
	Pvtpl Acrisure LLC/Acrisure Financial Inc	6.75%	7/1/2032	30,000	30,976
	Pvtpl Acushnet Co Del Sr	5.63%	12/1/2033	20,031	20,225

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	Pvtpl Affirm Inc Sr 25-X1 Cl B	5.40%	4/15/2030	199,993	200,560
	Pvtpl Alliant Holdings	6.50%	10/1/2031	20,000	20,624
	Pvtpl Allied Universal Holding Company LLC	7.88%	2/15/2031	55,031	57,963
	Pvtpl Amentum Escrow Corporation	7.25%	8/1/2032	20,000	21,081
	Pvtpl American Airlnes Inc	8.50%	5/15/2029	20,000	20,921
	Pvtpl American Axle & Manufacturing Inc	6.38%	10/15/2032	15,050	15,274
	Pvtpl Amwins Group Inc	4.88%	6/30/2029	19,989	19,669
	Pvtpl Antero Midstream Partners LP	5.75%	7/1/2034	55,000	55,445
	Pvtpl Anywhere Real Estate Group	7.00%	4/15/2030	17,513	19,911
	Pvtpl APH/APH2/APH3/AQUARIAN	7.88%	11/1/2029	15,213	15,166
	Pvtpl Archrock Partners LP	6.63%	9/1/2032	35,000	36,096
	Pvtpl Areit Cre Trust Sr 25-Cre10	floating rate	12/17/2029	99,750	100,172
	Pvtpl Athene Global Funding	5.03%	7/17/2030	42,000	42,351
	Pvtpl Avant Loans Funding Trust	5.92%	10/15/2033	249,984	252,237
	Pvtpl Aviation Capital Group LLC	5.38%	7/15/2029	102,223	105,510
	Pvtpl Azorra Finance Ltd	7.25%	1/15/2031	30,000	31,435
	Pvtpl Azorra Finance Ltd	7.75%	4/15/2030	15,000	15,841
	Pvtpl Banco Internac Del Peru	6.40%	4/30/2035	150,000	157,500
	Pvtpl Bausch + Lomb Corporation	8.38%	10/1/2028	40,000	41,750
	Pvtpl Bausch Health Companies Inc	14.00%	10/15/2030	1,299	1,010
	Pvtpl Bausch Health Companies Inc	5.25%	1/30/2030	5,500	7,000
	Pvtpl Blackbird Capital Aircraft Lease	3.45%	7/15/2046	318,410	306,020
	Pvtpl Buckeye Partners LP	6.88%	7/1/2029	20,000	20,802
	Pvtpl Builders Firstsource Inc	6.38%	3/1/2034	45,000	46,543
	Pvtpl Builders Firstsource Inc	6.75%	5/15/2035	20,075	20,910
	Pvtpl Caci International Inc	6.38%	6/15/2033	15,000	15,520
	Pvtpl Caesars Entertainment Inc	6.00%	10/15/2032	34,067	34,032
	Pvtpl Carnival Corporation	5.13%	5/1/2029	26,000	26,288
	Pvtpl Carnival Corporation	5.75%	8/1/2032	35,000	35,928
	Pvtpl Carnival Corporation	5.88%	6/15/2031	75,293	77,468
	Pvtpl Carnival Corporation	6.13%	2/15/2033	24,000	24,782
	Pvtpl CCO Holdings LLC	4.75%	2/1/2032	25,000	22,849
	Pvtpl CCO Holdings LLC	4.75%	3/1/2030	35,394	33,429
	Pvtpl Chord Energy Corp	6.00%	10/1/2030	15,000	15,169
	Pvtpl Chord Energy Corp	6.75%	3/15/2033	24,841	25,850
	Pvtpl Cipherpute Llc	7.13%	11/15/2030	15,150	15,277
	Pvtpl Clarios Global LP	6.75%	2/15/2030	40,750	41,752
	Pvtpl Clarios Global LP/Clarios US Finance	6.75%	9/15/2032	45,000	46,697
	Pvtpl Clear Channel Outdoor Holdings Inc	7.13%	2/15/2031	20,038	20,952
	Pvtpl Clear Channel Outdoor Holdings Inc	7.50%	6/1/2029	14,804	14,894
	Pvtpl Cloud Software Group Inc	6.63%	8/15/2033	15,025	14,865
	Pvtpl Cloud Software Group Inc	9.00%	9/30/2029	10,400	10,412
	Pvtpl Clydesdale Acquisition Holdings Inc	6.75%	4/15/2032	35,075	35,989
	Pvtpl CMO CSMC 2021-B33	variable	10/10/2043	102,798	89,483
	Pvtpl CMO Del Amo Fashion Center Trust	floating rate	6/7/2035	93,047	97,241
	Pvtpl CMO NJ Trust	0.00%	1/6/2029	101,232	104,881
	Pvtpl CMO PFP III	floating rate	9/17/2039	99,304	99,488
	Pvtpl CMO Switch ABS Issuer LLC	5.44%	5/25/2054	211,728	220,657
	Pvtpl CNX Resources Corporation	6.00%	1/15/2029	20,936	20,134
	Pvtpl Colonial Enterprises Inc	5.63%	11/15/2035	46,000	46,435
	Pvtpl Columbia Central Clo 27 Ltd	0.00%	1/25/2035	498,750	493,533
	Pvtpl Commonbond Student Loan Trust	2.82%	10/25/2051	206,015	184,712
	Pvtpl CommScope LLC	9.50%	12/15/2031	5,169	5,050

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(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Pvtpl Coreweave Inc	9.25%	6/1/2030	15,000	13,947
	Pvtpl Cornerstone Building	9.50%	8/15/2029	14,994	11,100
	Pvtpl DataBank Issuer II LLC Sr 25-1A Cla2	5.18%	9/27/2055	100,555	98,590
	Pvtpl DCLI BidCo LLC	7.75%	11/15/2029	25,131	25,690
	Pvtpl Dealer Tire LLC	8.00%	2/1/2028	20,406	20,016
	Pvtpl Diamond Infrastructure Funding LLC	0.00%	4/15/2049	500,000	487,034
	Pvtpl Digicel Group Holdings	0.00%	12/31/2040	34,469	-
	Pvtpl DirectTV Holdings	5.87%	8/15/2027	16,409	17,100
	Pvtpl DirecTV Financing LLC	8.88%	2/1/2030	19,400	20,236
	Pvtpl DISH DBS Corporation	5.75%	12/1/2028	19,992	19,635
	Pvtpl Dividend Solar LNS	4.29%	7/20/2038	198,735	171,970
	Pvtpl DT Midstream Inc	4.13%	6/15/2029	35,815	37,520
	Pvtpl Element Fleet Management Corporation	5.04%	3/25/2030	73,819	75,702
	Pvtpl Ellucian Holdings Inc	6.50%	12/1/2029	20,071	20,393
	Pvtpl Emerald Borrower LP / Emerald Co-Issuer Inc	6.75%	7/15/2031	20,000	21,078
	Pvtpl Emerald Debt Merger	6.63%	12/15/2030	30,250	31,270
	Pvtpl Energizer Holdings Inc	6.00%	9/15/2033	18,833	19,180
	Pvtpl Expand Energy Corporation	6.75%	4/15/2029	43,645	43,255
	Pvtpl Flashpute LLC	7.25%	12/31/2030	20,013	19,836
	Pvtpl Florida Gas Transmission Company	5.75%	7/15/2035	30,906	32,210
	Pvtpl Fortress Transportation & Infrastructure Investors LLC	5.88%	4/15/2033	9,965	10,162
	Pvtpl Freedom Mortgage Holdings LLC	8.38%	4/1/2032	5,194	5,267
	Pvtpl Full House Resorts Inc	8.25%	2/15/2028	14,100	13,031
	Pvtpl Garda World Security Corporation	6.50%	1/15/2031	15,075	15,349
	Pvtpl Garda World Security Corporation	8.25%	8/1/2032	56,375	55,880
	Pvtpl Generate Clo Ltd Sr 23-13A Cl A1	floating rate	1/20/2037	502,600	500,201
	Pvtpl GGAM Finance Ltd	6.88%	4/15/2029	35,031	36,298
	Pvtpl Goat Holdco LLC	6.75%	2/1/2032	20,000	20,499
	Pvtpl Graham Holdings Company	5.63%	12/1/2033	30,000	30,287
	Pvtpl Gray Media Inc	7.25%	8/15/2033	15,031	15,327
	Pvtpl Gray Media Inc	9.63%	7/15/2032	15,175	15,608
	Pvtpl Gulfstream Natural Gas System LLC	5.60%	7/23/2035	44,987	46,202
	Pvtpl Harvest Midstream I LP	7.50%	5/15/2032	35,000	36,480
	Pvtpl Herc Holdings Inc	5.75%	3/15/2031	5,000	5,077
	Pvtpl Herc Holdings Inc	6.00%	3/15/2034	5,000	5,065
	Pvtpl Hilcorp Energy I LP	7.25%	2/15/2035	19,991	19,007
	Pvtpl Hudson Automotive Group	8.00%	5/15/2032	15,213	16,036
	Pvtpl Hyundai Capital America	5.30%	1/8/2029	131,823	135,474
	Pvtpl Kodiak Gas Services LLC	6.50%	10/1/2033	10,000	10,219
	Pvtpl Kodiak Gas Services LLC	6.75%	10/1/2035	10,000	10,279
	Pvtpl Kodiak Gas Services LLC	7.25%	2/15/2029	35,169	36,416
	Pvtpl Lamar Media Corporation	5.38%	11/1/2033	20,000	19,868
	Pvtpl Level 3 Financing Inc	6.88%	6/30/2025	35,000	35,803
	Pvtpl Life Time Inc	6.00%	11/15/2031	45,000	46,104
	Pvtpl Lifepoint Health Inc	10.00%	6/1/2032	20,000	21,265
	Pvtpl Light & Wonder International Inc	6.25%	10/1/2033	25,000	25,302
	Pvtpl Macquarie AirFinance Holdings Ltd	5.15%	3/17/2030	73,986	75,067
	Pvtpl Macquarie AirFinance Holdings Ltd	5.20%	3/27/2028	74,969	76,159
	Pvtpl Magic Mergerco Inc.	5.25%	5/1/2028	9,410	9,614
	Pvtpl Marble Point Clo Xix Ltd Sr 20-3A Cl Ar2	floating rate	10/19/2038	500,000	501,279
	Pvtpl Mars Inc	5.70%	5/1/2055	74,594	75,021
	Pvtpl Matador Resources Company	6.50%	4/15/2032	20,038	20,283
	Pvtpl Mav Acquisition Corporation	5.75%	8/1/2028	18,800	20,095

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	Pvtpl Mcgraw-Hill Education	7.38%	9/1/2031	5,000	5,273
	Pvtpl Mfl Multifamily Housing Mortgage Sr 25-Fl17 Cl A	floating rate	2/18/2040	99,750	99,748
	Pvtpl MFI SR 24-FL14 CL A FLTG	floating rate	3/19/2039	99,750	99,944
	Pvtpl Minerva Merger Sub Inc	6.50%	2/15/2030	29,838	29,910
	Pvtpl Miter Brand/Miwd Borr	6.75%	4/1/2032	34,738	35,882
	Pvtpl Molex Electronic Technologies LLC	5.25%	4/30/2032	81,982	84,270
	Pvtpl Mozart Debt Merger Sub Inc.	5.25%	10/1/2029	30,250	30,168
	Pvtpl Nabors Industries Inc	7.63%	11/15/2032	10,025	9,835
	Pvtpl Navient Refinance Ln Tr Sr 25-C Cl A	4.80%	10/15/2055	96,946	97,191
	Pvtpl NCL Corporation Ltd	5.88%	1/15/2031	10,006	9,962
	Pvtpl NCL Corporation Ltd	6.25%	9/15/2033	10,031	9,993
	Pvtpl Neptune Bidco US Inc	10.38%	5/15/2031	15,000	15,380
	Pvtpl Neuberger Berman Clo Ltd Sr 14-17A Cl Ar3	floating rate	7/22/2038	501,875	501,733
	Pvtpl Nissan Motor Acceptance Company LLC	6.13%	9/30/2030	19,975	20,003
	Pvtpl Novelis Corporation	6.88%	1/30/2030	15,000	15,574
	Pvtpl NRG Energy Inc	6.00%	2/1/2033	20,056	20,388
	Pvtpl Octagon Investment Partners 34 Ltd Cl D	floating rate	1/20/2030	500,000	502,183
	Pvtpl Octagon Investment Partners Series 13-1A	floating rate	7/17/2030	500,000	503,958
	Pvtpl Olin Corporation	6.63%	4/1/2033	15,000	14,887
	Pvtpl Pagaya AI Debt Trust	6.66%	7/15/2031	48,132	48,255
	Pvtpl Panther Escrow Issuer LLC/Panther Co	7.13%	6/1/2031	30,150	31,087
	Pvtpl Park Intermediate Holdings LLC	7.00%	2/1/2030	35,079	35,927
	Pvtpl Pennymac Financial Services Inc	6.88%	5/15/2032	14,897	15,709
	Pvtpl Pennymac Financial Services Inc	7.88%	12/15/2029	19,881	21,281
	Pvtpl Penske Truck Leasing Company LP	5.25%	2/1/2030	144,768	149,412
	Pvtpl Permian Resources Operating LLC	6.25%	2/1/2033	71,621	72,838
	Pvtpl Post Holdings Inc	6.38%	3/1/2033	30,000	30,310
	Pvtpl PSEG Power LLC	5.20%	5/15/2030	49,979	51,191
	Pvtpl Qnity Electronics Inc	6.25%	8/15/2033	20,000	20,731
	Pvtpl Qorvo Inc	3.38%	4/1/2031	48,345	52,775
	Pvtpl Queen Mergerco Inc	6.75%	4/30/2032	15,000	15,666
	Pvtpl Quikrete Holdings Inc 44A	6.75%	3/1/2033	30,100	31,329
	Pvtpl Radiology Partners Inc	8.50%	7/15/2032	29,979	31,127
	Pvtpl Rivers Enterprise	6.25%	10/15/2030	10,000	10,207
	Pvtpl Rocket Companies Inc	6.38%	8/1/2033	20,000	20,852
	Pvtpl Royal Caribbean Cruises Ltd	5.38%	7/15/2027	38,444	39,299
	Pvtpl Sabre GLBL Inc	10.75%	11/15/2029	9,196	7,648
	Pvtpl Sabre GLBL Inc	10.75%	3/15/2030	9,640	8,213
	Pvtpl Sabre GLBL Inc	8.63%	6/1/2027	4,862	5,100
	Pvtpl Seaspan Corporation	5.50%	8/1/2029	28,688	28,492
	Pvtpl Sirius XM Radio Inc	5.50%	7/1/2029	13,071	15,123
	Pvtpl SM Energy Company	7.00%	8/1/2032	25,016	24,577
	Pvtpl Sofi Consumer Loan Program Tru Sr 25-4 Cl C	4.91%	8/25/2035	149,971	150,664
	Pvtpl Solstice Advanced Materials	5.63%	9/30/2033	5,000	5,044
	Pvtpl Southern Natural Gas Company	5.45%	8/1/2035	18,979	19,475
	Pvtpl Sprite 2021-1 Ltd	3.75%	11/15/2046	151,841	149,683
	Pvtpl Standard Industries Inc	6.50%	7/30/2032	70,616	72,063
	Pvtpl Staples Inc	10.75%	9/1/2029	19,343	19,884
	Pvtpl Star Leasing Company LLC	7.63%	2/15/2030	15,066	13,953
	Pvtpl Starwood Commercial Mortgage Trust	floating rate	4/18/2038	40,837	41,897
	Pvtpl Starwood Property Trust Inc	5.25%	10/15/2028	35,038	35,260
	Pvtpl Talen Energy Supply LLC	6.25%	2/1/2034	14,969	15,315
	Pvtpl Tallgrass Energy Partners LP	6.75%	3/15/2034	10,000	9,996

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	Pvtpl Tallgrass Energy Partners LP	7.38%	2/15/2029	15,038	15,517
	Pvtpl Taylor Morrison Communities Inc	5.75%	11/15/2032	20,075	20,578
	Pvtpl Tenet Healthcare Corp	5.50%	11/15/2032	5,000	5,068
	Pvtpl Tenet Healthcare Corp	6.00%	11/15/2033	5,000	5,148
	Pvtpl Transdigm Inc	6.25%	1/11/2034	5,000	5,188
	Pvtpl Transdigm Inc	6.38%	5/31/2033	34,729	35,913
	Pvtpl Transdigm Inc	6.75%	1/31/2034	5,000	5,208
	Pvtpl Trident TPI Holdings	12.75%	12/31/2028	20,459	20,491
	Pvtpl UKG Inc	6.88%	2/1/2031	15,125	15,415
	Pvtpl United National Foods Inc.	6.75%	10/15/2028	76,200	75,071
	Pvtpl United Rentals North America Inc	5.38%	11/15/2033	10,013	9,992
	Pvtpl Uniti Group LP	8.63%	6/15/2032	15,000	14,776
	Pvtpl US Foods Inc	5.75%	4/15/2033	50,131	50,929
	Pvtpl Venture Global LNG Inc	8.13%	6/1/2028	10,000	10,129
	Pvtpl Venture Global LNG Inc	8.38%	6/1/2031	15,200	14,921
	Pvtpl Venture Global LNG Inc	9.88%	2/1/2032	9,921	10,331
	Pvtpl Venture Global Plaquemines LNG LLC6.13	6.13%	12/15/2030	10,000	10,187
	Pvtpl Venture Global Plaquemines LNG LLC6.5	6.50%	1/15/2034	20,000	20,485
	Pvtpl Venture Global Plaquemines LNG LLC7.5	7.50%	5/1/2033	5,000	5,403
	Pvtpl Verde Purchaser LLC	10.50%	11/30/2030	16,025	16,127
	Pvtpl Vertiv Group Corp Sr Secd Nt	4.13%	11/15/2028	37,050	37,533
	Pvtpl Vici Properties LP	4.63%	12/1/2029	139,283	149,808
	Pvtpl Victra Holdings LLC	8.75%	9/15/2029	56,869	58,036
	Pvtpl Videotron Ltd	5.70%	1/15/2035	72,956	74,757
	Pvtpl Viking Cruises Ltd	5.88%	10/15/2033	40,131	40,612
	Pvtpl Vistra Operations Company LLC	4.38%	5/1/2029	76,984	77,014
	Pvtpl Vistra Operations Company LLC	7.75%	10/15/2031	20,000	21,184
	Pvtpl Vital Energy Inc	7.88%	4/15/2032	10,000	9,853
	Pvtpl Voyager Parent LLC	9.25%	7/1/2032	20,000	21,221
	Pvtpl VSP Optical Group Inc	5.45%	12/1/2035	55,875	56,489
	Pvtpl VT Topco Inc	8.50%	8/15/2030	20,205	20,887
	Pvtpl Wand Newco 3 Inc	7.63%	1/30/2032	20,300	21,168
	Pvtpl Wayfair Inc	6.75%	11/15/2032	10,013	10,283
	Pvtpl Wayfair LLC	7.25%	10/31/2029	15,213	15,658
	Pvtpl Wbi Operating LLC	6.50%	10/15/2033	35,000	34,686
	Pvtpl Weatherford International Ltd	6.75%	10/15/2033	40,038	40,958
	Pvtpl Wesco Distribution Inc	6.38%	3/15/2033	5,019	5,220
	Pvtpl Windstream Services LLC	8.25%	10/1/2031	10,063	10,498
	Pvtpl WR Grace Holdings LLC	5.63%	8/15/2029	25,281	23,796
	Pvtpl XPO Inc	7.13%	6/1/2031	29,875	31,290
	Quanta Services Inc	5.25%	8/9/2034	64,337	67,813
	Quest Diagnostics Inc	5.00%	12/15/2034	148,675	147,942
	Republic Services Inc	5.15%	3/15/2035	73,492	76,534
	RHP Hotel Properties LP	6.50%	6/15/2033	30,050	31,185
	Rio Tinto Finance USA Plc	5.75%	3/14/2055	41,521	42,964
	Rivers Enterprise Borrower LLC	6.63%	2/1/2033	55,056	56,237
	Rollins Inc	5.25%	2/24/2035	29,533	30,684
	Roper Technologies Inc	4.25%	9/15/2028	22,994	23,091
	Royal Bank of Canada	4.31%	11/3/2031	155,358	155,384
	Royal Caribbean Cruises	5.38%	1/15/2036	64,904	65,439
	Royalty Pharma Plc	5.15%	9/2/2029	69,131	71,994
	Royalty Pharma Plc	5.95%	9/25/2055	44,079	45,863
	Sonoco Products Company	4.60%	9/1/2029	68,676	69,594

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	Southern Copany	4.05%	9/15/2028	25,971	26,018
	Southern Copany	6.38%	3/15/2055	24,000	25,048
	Southern Power Company	4.90%	10/1/2035	42,891	42,617
	Standard Building Solutions Inc	5.88%	3/15/2034	15,000	15,044
	Stellantis Financial	4.06%	6/20/2028	99,992	100,137
	Sun Communities Operating Ltd Partnership	2.70%	7/15/2031	70,087	77,332
	Suzano Netherlands Bv	5.50%	1/15/2036	43,434	43,658
	Telus Corporation Jr Sub Nt Fxd / Fxd Ser B	7.00%	10/15/2055	74,440	77,022
	Textron Inc	5.50%	5/15/2035	74,715	74,749
	T-Mobile USA Inc	5.25%	6/15/2055	43,876	42,081
	T-Mobile USA Inc	5.50%	1/15/2055	70,349	66,533
	T-Mobile USA Inc	5.88%	11/15/2055	37,869	38,082
	Toronto Dominion Bank	4.93%	10/15/2035	39,000	39,101
	Trans-Allegheny Interstate Line Company	5.00%	1/15/2031	144,713	148,094
	Travelers Companies Inc	5.70%	7/24/2055	30,846	31,786
	Triton Container International Ltd	3.25%	3/15/2032	77,707	71,801
	Truist Financial Corporation	5.15%	8/5/2032	143,000	147,788
	UBER Technologies Inc	4.80%	9/15/2034	144,896	144,968
	UBS Commerical Mortgage Trust	3.72%	2/15/2051	73,286	79,272
	Univision	7.38%	6/30/2030	19,450	20,329
	UTD Overseas Bank	2.00%	10/14/2031	196,270	196,382
	Vale Overseas Ltd	6.40%	6/28/2054	54,579	56,128
	Veralto Corporation	5.45%	9/18/2033	38,933	39,730
	Verisign Inc	5.25%	6/1/2032	90,619	93,650
	Verisk Analytics Inc	5.25%	6/5/2034	69,841	72,823
	Verizon Communications Inc	5.75%	11/30/2045	94,608	94,633
	Viper Energy Partners LLC	4.90%	8/1/2030	25,975	26,305
	Virginia Electric & Power Company	5.55%	8/15/2054	51,774	50,642
	Virginia Electric & Power Company	5.60%	9/15/2055	30,662	29,233
	Volcan Companies	8.50%	10/28/2032	50,480	51,444
	Warnermedia Holdings	4.05%	3/15/2029	14,025	14,513
	Warnermedia Holdings	4.28%	3/15/2032	4,250	4,389
	Warnermedia Holdings	5.05%	3/15/2042	6,813	7,060
	Waste Connections Inc	5.25%	9/1/2035	60,923	63,255
	Watco Companies LLC/Watco Financial Corporation	7.13%	8/1/2032	20,000	20,937
	WBRK Mortgage Trust Commercial Mortgage	5.87%	3/5/2035	103,973	103,931
	WEC Energy Group Inc	5.63%	5/15/2056	55,000	55,438
	Wells Fargo & Company	4.89%	9/15/2036	80,000	79,930
	Wells Fargo & Company	5.15%	4/23/2031	223,000	230,382
	Wells Fargo Commercial Mortgage Trust	1.81%	7/15/2053	80,579	87,655
	Wells Fargo Commercial Mortgage Trust 2025-5C5	5.92%	7/15/2058	78,278	78,999
	Wells Fargo Commercial Mortgage Trust 2025-5C7	5.86%	12/15/2058	102,998	103,085
	Wells Fargo Commerical Mortgage Trust 2025-5C6	5.58%	10/15/2058	82,398	82,501
	Westinghouse Air Brake Technologies	4.90%	5/29/2030	145,032	148,299
	Whirlpool Corp	6.50%	6/15/2033	20,000	19,395
	Willis North America Inc	4.55%	3/15/2031	42,931	43,109
	Windstream Services	7.50%	10/15/2033	10,000	10,251
	Yinson Bergenia Production Bv	8.50%	1/31/2045	199,992	209,796
	Zimmer Biomet Holdings Inc	5.20%	9/15/2034	147,154	148,150
	Zoetis Inc	4.70%	2/1/2043	28,345	28,539
				34,239,628	33,545,214

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AS OF THE YEAR ENDED DECEMBER 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
U.S. Government Securities					
	Federal Home Loan Mortgage Corporation Pool #G08622	3.00%	1/1/2045	316,521	286,681
	Federal Home Loan Mortgage Corporation Pool #Q51461	3.50%	10/1/2047	163,722	149,870
	Federal Home Loan Mortgage Corporation Pool #SD2969	2.50%	5/1/2052	581,439	617,451
	Federal Home Loan Mortgage Corporation Pool #SD3892	5.50%	9/1/2053	565,273	598,521
	Federal Home Loan Mortgage Corporation Pool #SD4301	6.00%	11/1/2053	422,522	436,276
	Federal Home Loan Mortgage Corporation Pool #SD5964	5.50%	11/1/2053	205,089	210,682
	Federal Home Loan Mortgage Corporation Pool #SD7553	3.00%	3/1/2052	608,961	604,100
	Federal Home Loan Mortgage Corporation Pool #SD7568	5.50%	2/1/2054	533,786	554,449
	Federal Home Loan Mortgage Corporation Pool #Sl1712	6.00%	12/1/2054	133,679	134,595
	Federal Home Loan Mortgage Corporation Series 3790 Class Z	0.00%	1/15/2041	47,659	44,309
	Federal Home Loan Mortgage Corporation Series 4792 Class A	3.00%	5/15/2048	99,460	92,936
	Federal Home Loan Mortgage Corporation2.0_11012050	2.00%	11/1/2050	586,333	486,286
	Federal Home Loan Mortgage Corporation2.5_08012051	2.50%	8/1/2051	428,410	451,678
	Federal Home Loan Mortgage Corporation3.0_03012052	3.00%	3/1/2052	247,118	228,553
	Federal Home Loan Mortgage Corporation4.5_09012052	4.50%	9/1/2052	563,134	552,391
	Federal Home Loan Mortgage Corporation5.0_05012053	5.00%	5/1/2053	331,388	343,152
	Federal Home Loan Mortgage Corporation5.0_06012053	5.00%	6/1/2053	407,838	424,904
	Federal National Mortgage Association # FA1144	6.00%	6/1/2054	283,346	283,985
	Federal National Mortgage Association Pool #FA 1142	6.00%	10/1/2054	415,989	415,513
	Federal National Mortgage Association Pool #FA 2510	5.50%	8/1/2055	343,087	343,703
	Federal National Mortgage Association Pool #FA 2702	6.00%	8/1/2055	410,926	411,631
	Federal National Mortgage Association Pool #FA 2724	5.50%	9/1/2055	664,584	671,718
	Federal National Mortgage Association Pool #FA0114	3.00%	7/1/2052	436,040	430,412
	Federal National Mortgage Association Pool #FS7252	5.00%	11/1/2053	394,022	399,744
	Federal National Mortgage Association Pool #FS9728	3.00%	3/1/2052	278,273	285,644
	Federal National Mortgage Association Pool #MA 4805	4.50%	11/1/2052	236,515	236,217
	Federal National Mortgage Association Bz4709	4.89%	8/1/2032	459,735	467,601
	Federal National Mortgage Association CB8986	5.50%	8/1/2054	543,214	549,247
	Federal National Mortgage Association FN BR2217	2.50%	8/1/2051	584,479	592,861
	Federal National Mortgage Association FN BS9915	6.33%	11/1/2028	453,679	449,371
	Federal National Mortgage Association FN BZ3117	5.06%	3/1/2035	451,445	456,340
	Federal National Mortgage Association FN BZ3603	5.48%	4/1/2041	450,501	462,381
	Federal National Mortgage Association Pool #AB3796	3.50%	11/1/2031	99,655	93,341
	Federal National Mortgage Association Pool #AB7776	3.00%	2/1/2043	330,245	303,965
	Federal National Mortgage Association Pool #AB8703	3.00%	3/1/2038	331,452	304,667
	Federal National Mortgage Association Pool #BM3415	2.50%	2/1/2047	248,011	227,445
	Federal National Mortgage Association Pool #CB8138	5.50%	3/1/2054	288,362	288,175
	Federal National Mortgage Association Pool #FM6061	2.00%	2/1/2051	1,041,528	852,641
	Federal National Mortgage Association Pool #FM8664	3.00%	10/1/2046	459,483	395,283
	Federal National Mortgage Association Pool #FM9934	3.00%	12/1/2048	228,419	197,823
	Federal National Mortgage Association Pool #FS1472	3.50%	11/1/2050	414,960	391,878
	Federal National Mortgage Association Pool #FS5420	2.50%	3/1/2052	488,087	495,108
	Federal National Mortgage Association Pool #FS5875	2.50%	4/1/2052	246,170	248,332
	Federal National Mortgage Association Pool #FS6309	6.00%	12/1/2053	326,222	337,255
	Federal National Mortgage Association Pool #FS8659	5.50%	7/1/2054	384,686	388,691
	Federal National Mortgage Association Pool #FS8999	6.00%	8/1/2054	277,852	281,012
	Federal National Mortgage Association Pool #MA3414	3.50%	7/1/2048	114,394	108,217
	Federal National Mortgage Association Pool #MA4709	5.00%	7/1/2052	257,043	253,792
	Federal National Mortgage Association	2.00%	5/1/2051	358,459	377,245
	Federal National Mortgage Association	2.46%	4/1/2032	401,515	361,307
	Federal National Mortgage Association	4.90%	4/1/2030	453,607	460,639
	Federal National Mortgage Association	5.50%	6/1/2054	452,043	463,194

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	Federal National Mortgage Association	6.00%	10/1/2053	401,470	429,872
	Government National Mortgage Association Pool #785713	2.50%	10/20/2051	637,315	530,564
	Government National Mortgage Association Pool #785717	3.00%	11/20/2051	482,036	486,961
	Government National Mortgage Association Pool #785764	2.50%	11/20/2051	89,956	74,911
	Government National Mortgage Association Pool #786227	3.00%	4/20/2052	397,445	393,501
	Government National Mortgage Association Pool #786718	3.50%	7/20/2051	608,401	596,466
	Government National Mortgage Association Pool #787831	2.50%	10/20/2050	467,443	462,132
	Government National Mortgage Association Pool #787860	3.00%	5/20/2051	698,530	697,601
	Government National Mortgage Association Pool #MA7043	2.50%	12/20/2050	204,205	206,911
	U.S. Treasury Bond	3.88%	8/15/2034	5,340,512	5,376,553
	U.S. Treasury Bond	1.13%	5/15/2040	987,250	1,019,125
	U.S. Treasury Bond	1.13%	8/15/2040	822,788	851,186
	U.S. Treasury Bond	1.25%	5/15/2050	386,531	384,969
	U.S. Treasury Bond	1.38%	8/15/2050	2,813,351	2,792,557
	U.S. Treasury Bond	1.75%	8/15/2041	2,040,229	2,066,018
	U.S. Treasury Bond	1.88%	2/15/2041	1,869,764	1,893,375
	U.S. Treasury Bond	1.88%	2/15/2051	371,507	365,041
	U.S. Treasury Inflation Indexed Notes	0.38%	7/15/2027	311,985	315,778
	U.S. Treasury Inflation Indexed Notes	0.50%	1/15/2028	307,787	311,307
	U.S. Treasury Inflation Indexed Notes	1.63%	10/15/2027	396,044	398,753
	U.S. Treasury Note	0.88%	11/15/2030	4,487,912	4,768,963
	U.S. Treasury Note	0.63%	8/15/2030	2,452,536	2,656,359
				46,425,357	46,582,115
	Equities				
	Common Stock				
	#Reorg/Air Lease Corp Cash Merger	3,863	shares	171,065	248,120
	#Reorg/Cadence Merger Huntington 2407055	18,404	shares	667,416	788,427
	#Reorg/Carnival Corp Name Change Carnival Corp 2S1Raq5	117,961	shares	2,811,150	3,602,529
	#Reorg/Expro Group Name Change Expro Group 2V1Baw5	59,638	shares	1,204,242	796,167
	#Reorg/Sila Realty Cash Merger	27,592	shares	699,597	643,170
	#Reorg/Stellar Bancorp Cash And Stock Merger Prosperity 2748227	14,517	shares	344,920	449,156
	#Reorg/Tecnoglass Inc Name Change Tecnoglass Inc 2T1Laq5	9,792	shares	434,604	492,733
	#Reorg/Thermon Grp Cash And Stock Merger Ceco Environmental 2009887	24,988	shares	619,795	928,554
	#Reorg/Tri Pointe Cash Merger	24,157	shares	325,385	760,221
	Aaon Inc	11,632	shares	306,826	886,940
	ABM Industries Inc	13,213	shares	442,585	558,910
	Acadian Asset Management Inc	7,192	shares	153,609	338,024
	ADK Partnerships	47	shares	47	23,948
	Adma Biologics Inc	25,138	shares	366,418	458,517
	Adtran Holdings Inc	69,755	shares	578,375	606,171
	Agilysys Inc	5,191	shares	371,083	616,898
	Akzo Nobel Nv Eur0.50(Post Rev Split)	49,907	shares	3,503,141	3,469,906
	Alarm.com Holdings Inc	8,174	shares	346,775	417,038
	Alaska Air Group Inc	14,842	shares	689,240	746,553
	Albany International Corporation	13,555	shares	803,022	687,239
	Alstom	203,379	shares	4,508,193	6,012,068
	Ameris Bancorp	10,112	shares	450,782	751,018
	Anheuser-Busch Inbev	37,085	shares	2,036,138	2,391,141
	ANI Pharmaceuticals Inc	8,931	shares	453,863	705,013
	ArcelorMittal SA	15,332	shares	352,028	703,881
	Armstrong World Industries Inc	3,397	shares	270,861	649,167
	Astrazeneca Plc Di	31,915	shares	4,298,904	5,919,671

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	Atlantic Union Bankshares Corporation	31,371	shares	987,254	1,107,396
	Atmus Filtration Technologies Inc	19,024	shares	702,447	987,536
	AVNET Inc	15,045	shares	707,435	723,364
	Axos Financial Inc	4,625	shares	133,417	398,490
	Azenta Inc	3,241	shares	225,961	107,796
	Balchem Corporation	5,641	shares	474,333	865,104
	Banc of California Inc	65,456	shares	1,132,603	1,262,646
	Bank Mandiri (Persero)	1,256,700	shares	372,084	384,358
	Barclays PLC	749,448	shares	1,512,392	4,797,791
	Barrick Mining Cor	19,420	shares	378,948	847,070
	Belden Inc	6,003	shares	355,761	699,650
	Berkeley Group	21,968	shares	1,054,112	1,153,556
	Biolife Solutions Inc	5,590	shares	220,980	135,166
	Bio-Techne Corporation	6,452	shares	153,241	379,442
	Blackbaud Inc	7,701	shares	492,961	487,627
	Blackline Inc	5,405	shares	242,121	298,842
	BNP Paribas	42,201	shares	2,959,525	4,004,192
	BP PLC	503,675	shares	2,826,754	2,932,082
	Brady Corporation	9,930	shares	511,711	778,214
	Bright Horizons Family Solutions Inc	6,190	shares	452,768	627,666
	British American Tobacco PLC	29,696	shares	1,178,172	1,683,182
	Canadian Pacific Kansas City Ltd	38,342	shares	2,949,797	2,826,525
	Capgemini	16,732	shares	2,589,117	2,795,340
	Caretrust REIT Inc	23,564	shares	448,719	852,074
	Cargurus Inc Cl A	15,861	shares	568,634	608,269
	Casella Waste Systems Inc	8,877	shares	749,455	869,413
	CBIZ Inc	2,837	shares	215,935	143,127
	Central Garden & Pet Company	10,229	shares	273,475	298,585
	Centuri Holdings Inc	22,574	shares	479,771	569,994
	Certara Inc	35,417	shares	647,751	312,024
	Cognyte Software Ltd	105	shares	1,742	987
	Commercial Metals Company	14,432	shares	632,920	998,983
	Compagnie de Saint-Gobain	36,576	shares	3,194,743	3,735,514
	Construction Partners Inc	12,111	shares	444,940	1,314,649
	Daimler Truck Hold NPV	3,540	shares	143,328	155,160
	Descartes Systems Group Inc	9,158	shares	306,525	802,790
	Deutsche Bank AG NPV (Regd)	42,925	shares	927,365	1,669,183
	Deutsche Telekom AG	102,440	shares	2,563,475	3,327,793
	Diageo Plc	128,459	shares	4,440,354	2,770,588
	Digi International Inc	10,833	shares	319,325	468,961
	Digitabridge Group Inc CL A NEW	52,563	shares	674,924	806,316
	Diodes Inc	13,209	shares	956,178	651,732
	Donaldson Inc	4,598	shares	179,745	407,659
	Dorman Products Inc	2,849	shares	176,079	350,968
	E.On SE NPV	42,831	shares	522,135	811,134
	Eastern Bankshares Inc	52,855	shares	999,682	974,118
	Ecovyst Inc	76,900	shares	818,632	748,237
	Edgewell Personal Care Company	18,727	shares	663,661	319,295
	El Pollo Loco Holdings Inc	8,916	shares	112,619	93,261
	Electrolux Ab	183,937	shares	1,413,795	1,272,563
	Elme Communities	40,881	shares	777,213	711,329
	Empire State Realty Trust Inc	78,923	shares	1,015,190	514,578
	Enel Spa Eur1	135,381	shares	1,029,286	1,411,427

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	Enterprise Financial Services Corporation	6,941	shares	296,446	374,814
	Eplus Inc	5,779	shares	195,451	506,818
	Esco Technologies Inc	15,232,250	shares	829,195	1,619,587
	Essent Group Ltd	12,031	shares	732,529	782,135
	ExlService Holdings Inc	28,603	shares	373,788	1,213,911
	Exponent Inc	10,665	shares	407,714	740,791
	Extreme Networks Inc	41,716	shares	561,642	694,571
	Fanuc Corporation	105,000	shares	3,336,073	4,075,537
	FB Financial Corporation	13,635	shares	792,101	760,833
	First Bancorp N C	10,699	shares	333,623	543,402
	First Merchants Corporation	21,533	shares	861,512	807,057
	FirstService Corporation	2,937	shares	462,274	456,792
	Fortive Corporation	20	shares	88	1,104
	Four Corners Property Trust Inc	29,499	shares	773,575	680,247
	Globus Medical Inc	12,276	shares	557,370	1,071,818
	Granite Construction Inc	5,972	shares	243,776	688,870
	Greif Inc	8,040	shares	409,196	544,308
	Gulfport Energy Corporation	5,414	shares	731,097	1,126,058
	Haemonetics Corporation	8,794	shares	636,613	704,839
	Hamilton Lane Inc CL A	2,187	shares	251,666	293,736
	Hancock Whitney Corporation	17,909	shares	955,508	1,140,445
	Hanover Ins Group Inc	4,207	shares	754,937	768,913
	Hayward Hldgs Inc	51,409	shares	756,125	794,269
	HealthEquity Inc	6,173	shares	345,248	565,509
	Heineken NV	33,225	shares	2,854,852	2,721,332
	Hexagon Ab	149,730	shares	1,585,657	1,778,478
	Hub Group Inc	17,621	shares	394,643	750,831
	Huron Consulting group Inc	5,473	shares	557,609	946,336
	I3 Verticals Inc	11,814	shares	299,781	297,595
	Iamgold Corp	34,441	shares	350,582	567,932
	ICU Medical Inc	5,891	shares	790,660	840,469
	Idacorp Inc	6,194	shares	715,182	783,913
	Infineon Technologies AG	81,371	shares	2,901,258	3,605,712
	ING Groep NV	49,309	shares	584,324	1,390,442
	Innovex International Inc	16,495	shares	530,572	360,746
	J & J Snack Foods Corporation	3,255	shares	362,915	294,154
	Janus International Group Inc	73,874	shares	830,985	483,136
	Kddi Corp	80,500	shares	1,322,417	1,391,012
	Kering	24,195	shares	7,609,234	8,553,162
	Kinder Morgan Inc	2	shares	-	55
	Kinsale Capital Group Inc	1,953	shares	112,028	763,857
	Kirby Corp	8,445	shares	837,561	930,470
	Kite Realty Group Trust	35,904	shares	718,868	860,619
	Knight-Swift Transportation Holdings Inc	15,184	shares	673,922	793,820
	Knowles Corporation	34,759	shares	573,815	744,885
	Koninklijke Philips NV	117,625	shares	2,662,764	3,210,483
	Korn Ferry	11,601	shares	600,654	765,898
	Kulicke & Soffa Industries Inc	17,791	shares	580,521	810,558
	La Z Boy Inc	20,313	shares	681,086	757,066
	Lantheus Holdings Inc	14,632	shares	665,303	973,760
	Lanxess AG	69,845	shares	1,902,875	1,445,359
	Laureate Education Inc Cl A	27,071	shares	730,332	911,481
	Lemaitre Vascular Inc	5,718	shares	186,284	463,730

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	Live Oak Bancshares Inc	19,714	shares	690,226	677,176
	Loar Holdings Inc	2,519	shares	164,386	171,292
	Lvmh Moet Hennessy	1,357	shares	782,260	1,027,955
	LXP Industrial Trust	17,021	shares	738,619	843,901
	Macom Technology Solutions Holdings Inc	2,619	shares	306,554	448,582
	Madden Steven Ltd	18,524	shares	549,398	771,339
	Marten Transport Ltd	13,112	shares	119,941	149,215
	Matador Resources Company	11,645	shares	700,656	494,214
	Matson Inc	4,512	shares	508,333	557,458
	Maximus Inc	8,759	shares	661,832	756,077
	Mesa Labs Inc	1,246	shares	208,580	97,811
	Modine Mfg Co	3,592	shares	400,421	479,568
	Motion Analysis Corporation	2,883	shares	-	-
	Murata Manufacturing Company Ltd	28,500	shares	483,114	590,201
	NATIONAL GRID	182,887	shares	2,618,219	2,808,001
	Natwest Group PLC	165,957	shares	787,822	1,454,951
	Netstreit Corp	28,963	shares	511,674	510,907
	Northwest National Holding Company	16,216	shares	756,454	757,936
	Northwestern Energy Group Inc	11,630	shares	710,246	750,600
	Novanta Inc	5,835	shares	596,382	694,307
	Novo Nordisk A/S	57,004	shares	3,193,509	2,915,364
	Old National Bancorp Industries	50,464	shares	809,327	1,125,852
	Ollies Bargain Outlet Holdings Inc	6,442	shares	353,728	706,108
	Onto Innovation Inc	5,468	shares	410,631	863,179
	OPENLANE Inc	14,398	shares	234,768	428,772
	Option Care Health inc	8,697	shares	249,553	277,086
	Palomar Holdings Inc	1,623	shares	116,038	218,716
	PBF Energy Inc	23,648	shares	809,090	641,334
	Perella Weinberg Partners	40,686	shares	657,541	703,868
	Prudential PLC	133,000	shares	1,686,060	2,047,415
	Ralliant Corporation	6	shares	26	305
	RBC Bearings Inc	3,179	shares	284,560	1,425,559
	Reckitt Benckiser Group PLC	59,276	shares	4,177,172	4,785,346
	Relx Plc	66,467	shares	2,642,916	2,707,196
	Renasant Corporation	26,746	shares	976,683	941,994
	Renesas Electronics Corporation	385,400	shares	5,819,281	5,261,769
	Repligen Corp	2,650	shares	317,060	434,229
	Roche Holdings AG Genusscheine	11,530	shares	3,574,142	4,776,454
	Rolls Royce Holdings PLC	215,134	shares	363,731	3,327,709
	Rush Enterprises Inc	6,443	shares	292,073	347,535
	Samsung Electronics Co Krw100	57,207	shares	2,556,403	4,761,459
	Samsung Fire & Marine Insurance Company Ltd	2,427	shares	620,927	837,332
	Sanmina Corporation	6,464	shares	437,725	970,053
	Sanofi	30,488	shares	3,025,890	2,961,925
	SAP SE	13,334	shares	2,699,277	3,262,786
	Seacoast Banking Corporation of Florida	36,200	shares	909,704	1,137,404
	Segro PLC	173,171	shares	1,602,055	1,677,982
	Selective Ins Group Inc	10,006	shares	889,541	837,202
	Shinan Financial Group Company Ltd	21,836	shares	814,682	1,165,658
	Silgan Holdings Inc	18,671	shares	945,109	753,748
	SiteOne Landscape Supply Inc	4,790	shares	488,040	596,642
	SMC Corporation	9,400	shares	3,545,456	3,265,967
	Smith & Nephew PLC	60,355	shares	829,540	1,005,421

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	Smiths Group Ord	17,738	shares	484,420	561,152
	Smurfit Westrock Ltd	62,905	shares	2,454,295	2,432,536
	Societe Generale	26,586	shares	862,620	2,145,709
	Sompo Holdings Inc	63,300	shares	1,875,551	2,154,894
	Spire Inc	9,553	shares	657,739	790,033
	SPS Commerce Inc	2,068	shares	288,057	184,321
	SPX Technologies Inc	2,961	shares	241,707	592,378
	Standard Chartered PLC	70,448	shares	669,559	1,726,456
	Sumitomo Mitsui Financial Group	37,000	shares	1,010,286	1,189,939
	Sunstone Hotel Investors Inc	50,642	shares	480,246	452,740
	Syensqo Sa	18,205	shares	1,407,733	1,465,872
	Taylor Morrison Home Corporation	11,063	shares	322,697	651,279
	Tencent Holdings Ltd	25,700	shares	1,096,075	1,977,812
	Texas Capital Bancshares Inc	13,212	shares	734,754	1,196,215
	Texas Roadhouse Inc	6,071	shares	326,958	1,007,786
	Titan Machinery Inc	19,639	shares	542,571	295,371
	Tower Semiconductor Ltd	10,576	shares	308,925	1,241,834
	Trex Co Inc	5,692	shares	188,785	199,675
	Trinet Group Inc	11,289	shares	948,330	667,519
	Tyler Technologies Inc	892	shares	141,022	404,923
	U M H Properties Inc	31,943	shares	494,631	508,213
	UFP Technologies Inc	997	shares	199,031	221,364
	UMB Financial Corporation	6,323	shares	754,231	727,398
	UniCredit SpA	34,019	shares	515,833	2,833,511
	United Overseas Bank Ltd	57,800	shares	1,286,960	1,575,792
	V2X Inc	13,278	shares	759,295	724,315
	Valvoline Inc	238,143,640	shares	1,074,930	921,522
	Veralto Corporation	217,080	shares	796,491	21,660,242
	Vericel Corporation	12,812	shares	505,419	461,360
	Verra Mobility Corp	22,614	shares	560,865	506,780
	Vertex Inc	17,095	shares	550,829	341,387
	Vishay Intertechnology Inc	44,573	shares	741,585	645,863
	Vontier Corporation	8	shares	20	297
	WaFd Inc	28,108	shares	948,445	900,299
	WD-40 Company	1,654	shares	307,827	325,673
	WH Smith PLC	127,605	shares	1,684,525	1,096,748
	Wiley John & Sons Inc	22,271	shares	866,642	682,161
	Willscot Holdings Corporation	4,742	shares	176,588	89,292
	Winnebago Inds Inc Com	10,467	shares	455,882	424,123
	Wizz Air Holdings Plc Ord	17,637	shares	303,201	302,701
	Worldline	126,891	shares	1,209,703	232,780
	Wyndham Hotels & Resorts Inc	7,897	shares	627,020	596,697
	Yeti Holdings Inc	12,970	shares	410,930	572,885
				212,636,353	280,959,288
Venture Capital, Partnerships, and Other Private Investments					
*	DoubleLine Mortgage Opportunities 01 (Cayman-ER)	325,000	units	325,000	8,530,449
	HarbourVest Partners VIII - Cayman Buyout Fund LP	1,651,638	units	1,651,638	18,819
	HarbourVest Partners VIII - Cayman Mezzanine and Distressed Debt Fund LP	262,834	units	262,834	13,619
	Harbourvest Partners VIII - Cayman Venture Fund LP	578,319	units	578,319	693,601
	Morgan Stanley Prime Property Fund	2,470	units	51,611,427	44,777,736
	Pantheon Europe Fund V "B" LP	639,778	units	860,765	202,951
	Pantheon Global Secondary Fund III "B" LP	19,876	units	19,876	112,314

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN: 59-1995548, PLAN NO. 003
FORM 5500, SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AS OF THE YEAR ENDED DECEMBER 31, 2025

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	Pantheon USA Fund VI LP	5,193,454	units	5,193,454	285,190
	Pantheon USA Fund VII LP	1,531,865	units	1,531,865	470,601
	Pantheon USA Fund VIII LP	1,148,627	units	1,148,627	1,573,702
*	PIMCO Corporate Opportunities Fund II Onshore Feeder LP	1,259,842	units	1,259,842	17,552,504
*	PIMCO Corporate Opportunities Fund III Te Feeder LP	22,038,949	units	22,038,949	34,859,430
*	UBS Trumbull Property Income Fund	5,975	units	60,660,553	73,833,734
				147,143,149	182,924,650
Other					
	Dominican Republic	0.00%	2/22/2029	146,325	151,673
	EcoPetrol SA	5.88%	11/2/2051	78,933	57,458
	Federal Republic Of Brazil	4.75%	1/14/2050	152,000	145,500
	Government of Morocco	5.95%	8/3/2028	203,400	205,712
	MEGlobal BV	4.25%	3/11/2026	194,750	199,747
	Petroleos Mexicanos	6.75%	9/21/2047	43,625	41,110
				819,033	801,200
				$1,331,726,423	$1,987,027,897

* Party-in-Interest

DANAHER CORPORATION & SUBSIDIARIES PENSION PLAN
EIN #59-1995548 PLAN #003
SCHEDULE H, LINE 4j—SCHEDULE OF REPORTABLE TRANSACTIONS
FOR THE YEAR ENDED DECEMBER 31, 2025

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price $	(d) Selling Price $	(g) Cost of Asset $	(h) Current Value of Asset on Transaction Date $	(i) Net Gain/(Loss) $
Category (i) – Single transactions in excess of 5% of plan assets						
* Northern Trust Chicago	NT Collective S&P 500 Index Fund Non-Lending (CUSIP: 658991310)			18,511,892	100,000,000	81,488,108
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	100,000,000		100,000,000	100,000,000	-
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	225,791,984		225,791,984	225,791,984	-
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	98,611,561		99,611,561	99,611,561	-
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)		100,000,000	100,000,000	100,000,000	-
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)		348,735,315	348,735,315	348,735,315	-
Category (ii) – Series of non-security transactions with the same party in excess of 5% of plan assets						
State Street Bank and Trust Company	Foreign exhange deal involving Bright pound sterling (GBP) - 94 transactions			(16,845,905)	(16,845,905)	
State Street Bank and Trust Company	Foreign exhange deal involving Canadian dollar (CAD) - 8 transactions			17,158	17,158	
State Street Bank and Trust Company	Foreign exhange deal involving Danish krone (DKK) - 4 transactions			1,681,068	1,681,068	
State Street Bank and Trust Company	Foreign exhange deal involving Euro (EUR) - 119 transactions			(367,696)	(367,696)	
State Street Bank and Trust Company	Foreign exhange deal involving Hong Kong dollar (HKD) - 8 transactions			(1,108,266)	(1,108,266)	
State Street Bank and Trust Company	Foreign exhange deal involving Japanese yen (JPY) - 103 transactions			2,064,451	2,064,451	
State Street Bank and Trust Company	Foreign exhange deal involving Singapore dollar (SGD) - 2 transactions			61,446	61,446	
State Street Bank and Trust Company	Foreign exhange deal involving Swedish krona (SEK) - 29 transactions			1,073,836	1,073,836	
State Street Bank and Trust Company	Foreign exhange deal involving Swiss franc (CHF) - 14 transactions			(329,671)	(329,671)	
State Street Bank and Trust Company	Foreign exhange deal involving United States dollar (USD) - 381 transactions			13,753,579	13,753,579	
The Bank of New York Mellon	Foreign exhange deal involving Bright pound sterling (GBP) - 96 transactions			(3,743,266)	(3,743,266)	
The Bank of New York Mellon	Foreign exhange deal involving Canadian dollar (CAD) - 34 transactions			(2,453,869)	(2,453,869)	
The Bank of New York Mellon	Foreign exhange deal involving Danish krone (DKK) - 9 transactions			128,535	128,535	
The Bank of New York Mellon	Foreign exhange deal involving Euro (EUR) - 74 transactions			(20,521,445)	(20,521,445)	
The Bank of New York Mellon	Foreign exhange deal involving Hong Kong dollar (HKD) - 9 transactions			(258,957)	(258,957)	
The Bank of New York Mellon	Foreign exhange deal involving Japanese yen (JPY) - 37 transactions			(4,653,664)	(4,653,664)	
The Bank of New York Mellon	Foreign exhange deal involving Singapore dollar (SGD) - 4 transactions			(58,079)	(58,079)	
The Bank of New York Mellon	Foreign exhange deal involving Swedish krona (SEK) - 15 transactions			424,171	424,171	
The Bank of New York Mellon	Foreign exhange deal involving Swiss franc (CHF) - 3 transactions			(18,352)	(18,352)	
The Bank of New York Mellon	Foreign exhange deal involving United States dollar (USD) - 281 transactions			31,154,926	31,154,926	
Category (iii) – Series of transactions by issue in excess of 5% of plan assets						
Currency Euro	Currency Euro (SEDOL: EUR)			123,079,480	123,020,006	(59,474)
* Northern Trust Chicago	NT Collective S&P 500 Index Fund Non-Lending (CUSIP: 658991310)		140,119,204	26,297,806	140,119,204	113,821,398
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	847,797,636	-	847,797,636	847,797,636	-
* Northern Trust Chicago	NT Collective Short Term Investment Fund (CUSIP: 66586U452)	-	889,760,638	889,760,638	889,760,638	-

Category (iv) – Series of transactions with same party in excess of 5% of plan assets

There were no category (iv) reportable transactions during the year ended December 31, 2025.

* Party in interest

Columns (e) and (f) are not applicable.

Schedule SB, line 24 — Change in Actuarial Assumptions

- Cash balance interest crediting rate was changed from 3.70% to 3.65% (for non-Tektronix), from 4.25% to 4.00% (for Tektronix), from 3.65% to 3.45% (for Pall) and from 4.50% to 4.40% (for Thomson) for current year.
- Annuity conversion interest basis changed from 3.70% to 3.65%.
- Expected administrative expenses were increased from $5,600,000 to $5,700,000.
- The expected investment return for funding was changed from 6.45% for 2024 to 6.64% for 2025.