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
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

1b Three-digit plan number (PN) ▶ 023

1c Effective date of plan 05/01/1997

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)
L3HARRIS TECHNOLOGIES, INC.

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

2b Employer Identification Number (EIN)
34-0276860

2c Plan Sponsor's telephone number
321-724-3554

2d Business code (see instructions)
333200

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.	10/05/2026	ANDREA HARTMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor

EMPL. BEN. COM. L3HARRIS TECH. INC.

1025 WEST NASA BOULEVARD
MELBOURNE, FL 32919-0001

3b Administrator's EIN
34-0276860

3c Administrator's telephone number
321-724-3554

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**	56703
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)**	4320
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	3793
b	Retired or separated participants receiving benefits	**6b**	15828
c	Other retired or separated participants entitled to future benefits	**6c**	12854
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	32475
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2630
f	Total. Add lines **6d** and **6e**.	**6f**	35105
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**	
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1C 1E 3F 3H

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	☐ Insurance	**(1)**	☒ Insurance
(2)	☐ Code section 412(e)(3) insurance contracts	**(2)**	☐ Code section 412(e)(3) insurance contracts
(3)	☒ Trust	**(3)**	☒ Trust
(4)	☐ General assets of the sponsor	**(4)**	☐ General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 023

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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**	7353532834
b Actuarial value	**2b**	7020649814

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	38007	5178474130	5178474130
b For terminated vested participants	14376	913770713	913770713
c For active participants	4320	636078161	659640502
d Total	56703	6728323004	6751885345

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**	5.35 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1167052
b Expected plan-related expenses	**6b**	11342862
c Target normal cost	**6c**	12509914

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

09/18/2026
Date

SCOTT BERGER
Type or print name of actuary

26-06644
Most recent enrollment number

BUCK GLOBAL, LLC
Firm name

201-902-2300
Telephone number (including area code)

200 JEFFERSON PARK 2ND FLOOR
WHIPPANY, NJ 07981
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	450245601
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)	0	450245601
10	Interest on line 9 using prior year's actual return of 8.37 %	0	37565502
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		22890513
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 5.07 %		1160549
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		24051062
d	Portion of (c) to be added to prefunding balance		24051062
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	511862165

Part III Funding Percentages

14	Funding target attainment percentage	14	96.39 %
15	Adjusted funding target attainment percentage	15	103.79 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.24 %
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
10/30/2025	2500000	0			
01/29/2026	5700000	0			
04/29/2026	4400000	0			
07/29/2026	4400000	0			
			Totals ► 18(b)	17000000	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	15943962

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: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

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**	12509914
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	243097696	22666537
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**	35176451

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	19232489	19232489

36 Additional cash requirement (line 34 minus line 35)	**36**	15943962
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	15943962
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE 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
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 023

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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: L3HARRIS PENSION MASTER TRUST

b Name of sponsor of entity listed in (a): L3HARRIS TECHNOLOGIES, INC.

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)
36-6668234-300	M	6647912411

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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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
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 023

C Plan sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	20482000	14500000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	12545872	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	7565615571	6647912411
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	7598643443	6662412411
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	3648740	3875798
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	3648740	3875798
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	7594994703	6658536613

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)	17000000	
(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)		17000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		652751430
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		669751430
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	463686567	
(2) To insurance carriers for the provision of benefits	2e(2)	1142522953	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1606209520
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1606209520
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-936458090
l Transfers of assets:			
(1) To this plan	2l(1)		0
(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) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: WEAVER AND TIDWELL, LLP **(2)** EIN: 75-0786316

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		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**		X	

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 590644.

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
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

B Three-digit plan number (PN) ▶ 023

C Plan sponsor's name as shown on line 2a of Form 5500
L3HARRIS TECHNOLOGIES, INC.

D Employer Identification Number (EIN)
34-0276860

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): 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** | 186

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: 40.3 % Private Equity: 16.5 % Investment-Grade Debt and Interest Rate Hedging Assets: 27.0 %
High-Yield Debt: 3.9 % Real Assets: 3.0 % Cash or Cash Equivalents: 2.6 % Other: 6.7 %

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_____.

L3Harris Technologies Consolidated Pension Plan

Financial Report
December 31, 2025

weaver
Assurance • Tax • Advisory

C O N T E N T S

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Financial Statements

Statements of Net Assets Available for Benefits 3

Statements of Changes in Net Assets Available for Benefits 4

Notes to Financial Statements 5

6720-A Rockledge Drive, Suite 510
Bethesda, Maryland 20817
240-200-1400

Independent Auditor's Report

To the Participants and Employee Benefit Committee
L3Harris Technologies Consolidated Pension Plan
Melbourne, Florida

Opinion

We have audited the financial statements of L3Harris Technologies Consolidated Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which 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 ended December 31, 2025 and 2024, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, information regarding the net assets available for benefits of the Plan as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the years ended December 31, 2025 and 2024, in accordance with accounting principles generally accepted in the United States of America (US GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (US GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our 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 US GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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 issued or 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

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

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

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

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.

Weaver and Tidwell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

Bethesda, Maryland
October 9, 2026

L3Harris Technologies Consolidated Pension Plan

Statements of Net Assets Available for Benefits
December 31, 2025 and 2024
(In Thousands)

	2025	2024
ASSETS		
Investments, at fair value - plan's interest in the master trust	$ 6,398,134	$ 7,329,430
Net assets held in 401(h) account	249,778	236,186
Employer contribution receivable	14,500	20,482
Due from insurance company	-	12,546
Total assets	6,662,412	7,598,644
LIABILITIES		
Accrued expenses	3,877	3,650
Accounts related to obligations of 401(h) account	249,778	236,186
Total liabilities	253,655	239,836
NET ASSETS AVAILABLE FOR BENEFITS	$ 6,408,757	$ 7,358,808

The Notes to Financial Statements are
an integral part of these statements.

L3Harris Technologies Consolidated Pension Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2025 and 2024
(In Thousands)

	2025	2024
ADDITIONS		
Plan's interest in the master trust net investment income	$ 649,129	$ 616,051
Employer contributions	17,000	24,352
Total additions	666,129	640,403
DEDUCTIONS		
Benefits paid to participants and beneficiaries	463,687	569,765
Purchase of annuity contract	1,142,523	320,403
Administrative expenses	9,970	19,859
Total deductions	1,616,180	910,027
Net (decrease) prior to transfers into the plan	(950,051)	(269,624)
Transfers into the plan	-	112,812
Net (decrease)	(950,051)	(156,812)
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	7,358,808	7,515,620
NET ASSETS AVAILABLE FOR BENEFITS, end of year	$ 6,408,757	$ 7,358,808

The Notes to Financial Statements are
an integral part of these statements.

L3Harris Technologies Consolidated Pension Plan

Notes to Financial Statements
(In Thousands)

Note 1. Description of the Plan

The following description of the L3Harris Technologies Consolidated Pension Plan (the Plan) provides only general information. Participants should refer to the *Plan document* for a more complete description of the Plan's provisions, which is available from Plan management.

General

The Plan was established effective May 1, 1997, in connection with the acquisition of certain entities, including the L3 Aviation Products, Inc. division from Lockheed Martin Corporation (Lockheed Martin). On May 1, 1997, certain participants in the Lockheed Martin Fairchild Corporation Retirement Plan (the Prior Plan) became participants in the Plan. Lockheed Martin transferred the assets under the Prior Plan attributable to the accrued benefits of its participants to the Plan. On June 29, 2019, L3 Technologies, Inc. (L3) completed its merger with Harris Corporation (Harris) to create L3Harris Technologies, Inc. (the Company) (the Plan Sponsor). Effective January 1, 2023, the plan was renamed to be the L3Harris Technologies Consolidated Pension Plan. The Plan is a defined benefit plan covering employees at certain locations of the Company. The Plan funds are held in the L3Harris Pension Master Trust. See Note 3 for further information regarding the Master Trust. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective December 31, 2024, the L3Harris Combat Propulsion Systems Pension Plan, the Cooperative Pension Income Plan, the L3Harris Ocean Systems Pension Plan for Hourly Employees, and the L3Harris Pension Plan for Employees at the Pacific Missile Range Facility merged into the plan. See Note 10 for additional information.

Master Trust

The Northern Trust Company (the Trustee or Northern Trust) serves as trustee of the Plan and administers the Plan's investment assets. The Plan's assets consist of an undivided interest in an investment account of the L3Harris Pension Master Trust, EIN 36-6668234, a master trust established by the Company and administered by the Trustee. The Master Trust includes the combined assets of the Plan, as well as several other employee benefit plans of the Company. Although assets of the Plan are commingled in the Master Trust, the Trustee maintains supporting records for the purpose of allocating the net gain of the investment account to the participating plans. The net investment income of the investment assets is allocated by the Trustee to each participating plan based on the relationship of the interest of each plan to the total of the interests of the participating plans. A schedule of the Master Trust assets has been filed with the U.S. Department of Labor and includes the Plan's proportionate share of such assets at December 31, 2025 and 2024.

Eligibility

Eligibility requirements vary pursuant to the terms of each of the component plans. Generally, employees must be hired by one of the business units associated with one of the component plans, and the hire date must be before the component plan is closed to new entrants. Some component plans may require the employees to be represented by a specific union. Each component plan requires a minimum employment period for participation. This period ranges from immediate participants to requiring 1 year of service.

Funding Policy

Contributions to provide benefits under the Plan are made by the Company and component plans may require employee contributions based on a percentage of their eligible compensation. The Company's funding policy is to make cash contributions to the Plan in amounts as determined by the Plan's independent actuary. During 2025 and 2024, the Company made contributions of $17,000 and $24,352, respectively. The Company met the minimum funding requirements of ERISA for the years ended December 31, 2025 and 2024.

Employees' accumulated contributions with interest as of January 1, 2025 and 2024 were $8,557 and $2,150 respectively. Employee contributions were credited interest at a rate of 5.10% and 5.25% as of January 1, 2025 and 2024.

Pension Benefits

Participants typically become eligible for a monthly benefit at age 65. Some component plans also require up to 5 years of vesting service to be eligible for the benefit. Depending on the component plan, benefits are calculated in various ways, commonly by applying a percentage of the final average pay multiplied by the number of service years, a percentage of salary during the periods when service years were accumulated, or by multiplying the service years by a pension rate. The rates and percentages may vary based on the applicable component plan.

Generally, participants are eligible to receive early retirement benefits between the ages of 50 and 65 after earning sufficient service credits, which range from 5 to 20 years, depending on the component plan and the type of early retirement. Early retirement benefits are computed in a manner similar to normal retirement at age 65, except that benefits are reduced by early retirement factors for each month that the early retirement date precedes the normal retirement date. Some component plans offer unreduced early retirement upon meeting certain age and service requirements.

Death Benefits and Disability Benefits

Certain component plans provide death and disability benefits. Generally, for those plans, a married covered employee who is a vested participant is automatically covered by the vested spouse's benefit that provides for spousal survivorship benefits in the event of the employee's death prior to becoming eligible for early or normal retirement benefits. Also, a participant who is eligible for early or normal retirement is automatically covered by a pre-retirement survivor's benefit that provides for survivorship benefits payable to the participant's named beneficiary in the event of the participant's death prior to the benefit commencement date.

Several of the component plans offer disability benefits for employees who become totally and permanently disabled. To be eligible, participants usually are required to earn a certain amount of years of service, which range between 5 to 15 years depending on the component plan; age requirements may also apply. The benefit amount is computed as it would be for normal retirement based on the employee's years of service as of the date of disability.

401(h) Account

The Plan includes a medical benefit (health and welfare) component in addition to normal retirement benefits to fund a portion of the postretirement obligations for retirees and their beneficiaries in accordance with Section 401(h) of the Internal Revenue Code (IRC or the Code). A separate account has been established and maintained in the Plan for the net assets related to the health and welfare component (401(h) Account). In accordance with Section 401(h) of the Code, the Plan's investments in the 401(h) Account may not be used for, or diverted to, any purpose other than providing health and welfare benefits to retirees and participants. Any assets transferred to the 401(h) Account from the Plan in a qualified transfer of excess pension plan assets (and any income allocable thereto) that are not used during the plan year must be transferred out of the account to the Plan. The related obligations for health and welfare benefits are not included in the Plan's actuarial present value of accumulated plan benefits but are reflected as obligations in the financial statements of L3Harris Retiree Health and Welfare Plan, the Company's health and welfare benefit plan. Plan participants do not contribute to the 401(h) Account. Employer contributions or qualified transfers to the 401(h) Account are determined annually at the discretion of the Plan Sponsor.

In December 2012, the 401(h) Account was segregated into two 401(h) subaccounts. One for the funding designated for retiree medical expenses and the other for retiree prescription drug expenses. The Company began drawing down funds from the 401(h) Account to pay for qualified retiree medical and prescription costs in December 2012 and anticipates continuing drawing funds from the 401(h) Account going forward.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's interest in the Master Trust is presented at fair value, which has been determined based on the fair value of the underlying investments of the Master Trust. Fair value of a financial instrument is the amount 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 6 for discussion of fair value measurements.

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

Payment of Benefits

Benefits are recorded upon distribution.

Administrative Expenses

Administrative expenses of the Plan are paid by the Master Trust on behalf of the Plan, as provided in the plan document and the Master Trust agreement. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. Administrative expenses generally consist of consulting fees, auditing fees, recordkeeping fees, and insurance expense. In addition, certain investment related expenses are included in Plan's interest in the Master Trust investment income presented in the accompanying statement of changes in net assets available for benefits.

Plan Management's Review of Subsequent Events

The Plan has evaluated subsequent events through October 9, 2026, the date the financial statements were available to be issued.

Note 3. Interest in Master Trust

The fair value of the assets and liabilities of the Master Trust at December 31, 2025 and 2024 is presented in the table below. The Plan's percentage interest in the Master Trust was approximately 89.30% and 90.31% at December 31, 2025 and 2024, respectively. The 401(h) Account's percentage interest in the Master Trust was approximately 3.49% and 2.91% at December 31, 2025 and 2024, respectively.

	Master Trust		Plan's Interest in Master Trust		401(h) Interest in Master Trust	
	2025	2024	2025	2024	2025	2024
Investments						
Common collective trusts	$ 1,322,022	$ 1,750,656	$ 1,180,513	$ 1,580,977	$ 46,086	$ 50,946
Common and preferred stocks	1,487,975	1,583,924	1,328,703	1,430,405	51,871	46,094
Corporate debt	1,533,524	1,704,792	1,369,376	1,539,558	53,459	49,611
U.S. government securities	801,944	648,463	716,104	585,612	27,956	18,871
Partnerships/joint ventures	1,251,464	1,496,909	1,117,508	1,351,824	43,627	43,562
Hedge funds	268,047	321,490	239,355	290,330	9,344	9,356
Registered investment companies	17,808	26,274	15,902	23,727	621	765
Other	417,587	436,812	372,889	394,475	14,557	12,712
Total investments	7,100,371	7,969,320	6,340,350	7,196,908	247,521	231,917
Accrued income, cash and net						
Unsettled trades						
Cash	4,817	35,521	4,301	32,078	168	1,034
Accrued income	35,635	38,277	31,821	34,567	1,242	1,114
Receivable for unsettled trades	52,846	89,313	47,188	80,655	1,843	2,599
Other payables	(412)	(1,324)	(367)	(1,196)	(14)	(40)
Payable for unsettled trades	(28,175)	(15,040)	(25,159)	(13,582)	(982)	(438)
Accrued income, cash and net unsettled trades	64,711	146,747	57,784	132,522	2,257	4,269
Total fair value of master trust	$ 7,165,082	$ 8,116,067	$ 6,398,134	$ 7,329,430	$ 249,778	$ 236,186

The net investment income of the Master Trust for the years ended December 31, 2025 and 2024 is presented in the table below.

	2025	2024
Net appreciation in fair value of investments	$ 573,339	$ 526,726
Interest income	101,341	102,870
Dividend income	28,238	36,044
Other income	48,339	46,512
Net investment income	$ 751,257	$ 712,152

Note 4. Accumulated Plan Benefits

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

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

The accumulated plan benefits information at January 1, 2025 was as follows:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	$ 4,437,889
Other participants	1,191,783
Non-vested benefits	19,040
Total actuarial present value of accumulated plan benefits	$ 5,648,712

The change in the actuarial present value of the Plan's accumulated plan benefits from January 1, 2024 to January 1, 2025 is attributable to the following:

Actuarial present value of accumulated plan benefits at January 1, 2024	$	6,036,815
Increase (decrease) during the year attributable to		
Benefit payments		(902,714)
Interest accumulation		424,801
Assumption changes		(17,902)
Benefits accumulated and other plan experience		33,741
Plan transfers		73,971
Actuarial present value of accumulated plan benefits at January 1, 2025	$	5,648,712

The assumption changes primarily reflect updates to the mortality and interest assumptions used to calculate lump sum benefits. Specifically, the mortality assumption was updated to the 2025 IRC §417(e) Applicable Mortality Table, as amended by IRS Notice 2024-42, and the interest assumption was updated to the applicable IRC §417(e) rates. Certain demographic assumptions, including retirement, termination, marriage, and optional form election were also updated for select subplans based on an experience study. Contribution projection interest rate used to accumulate employee contributions was changed from 5.25% to 5.10%.

See Note 10 for additional information related to the Plan transfers.

The significant actuarial assumptions used in the Plan valuations as of January 1, 2025 were as follows:

Discount rate:	7.50%
Investment return:	7.50%
Retirement:	Rates vary by subplan and participant population. Retirement rates generally range from 3% to 10% at age 55 and increase to 100% at age 70. Certain subplans permit retirement as early as age 50, with retirement rates ranging from 6% to 10%.
Mortality basis:	The mortality assumption used is based on the Pri-2012 tables projected with the Buck Modified 2021 Improvement Scale. The The Buck Modified Projection Scale is a modified version of MP-2021 Improvement Scale using a long-term improvement rate of 0.75%.

These actuarial assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The 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 there would be no material differences.

Note 5. Plan Termination

While the Company has not expressed any intent to do so, it is free to discontinue its contributions at any time and to terminate the Plan, subject to the provisions set forth in ERISA.

In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

a. Benefits attributable to employee contributions, taking into account those paid out before termination.
b. Benefits attributable to participants who have retired at least three years before the termination date of the Plan or those participants who were eligible to retire and receive pension benefits at least three years before, but who did not elect to retire at that time.
c. Benefits commencing at retirement age to participants who are eligible to receive guaranteed benefits under ERISA.
d. All vested and non-vested benefits.

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

Whether participants receive all benefits to which they are entitled under the terms of the Plan should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation, up to specified limits.

Note 6. Fair Value Measurements

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

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

Domestic and international equity: Domestic and international equity includes common and preferred stocks, domestic listed and foreign listed equity securities, unit trust equities, stapled securities, open-ended and closed-ended mutual funds, exchange-traded funds (registered investment companies), and these are generally valued at the closing price reported on the major market on which the individual securities are traded at the measurement date.

REITs: Real Estate Investment Trusts (REITs) consist of securities that trade on the major exchanges and invest directly in real estate, either through properties or mortgages.

Fixed income investments: Fixed income investments include U.S. government securities, corporate bonds, corporate convertible bonds, asset-backed securities, bank loans, government mortgage backed securities, non-government backed collateralized mortgage obligations and municipal obligations, which are generally valued using pricing models that use verifiable, observable market data such as interest rates, benchmark yield, and bids provided by brokers or dealers, or quoted prices of securities with similar characteristics.

Short-term investments: Short-term investments are primarily comprised of short-term money market funds, which invest primarily in short-term, high-quality money market securities such as government obligations, commercial paper, time deposits and certificates of deposit which are valued at cost, which approximate fair value, or valued at quoted market prices of identical instruments.

Partnerships/joint ventures: Limited partnership funds include buy-out (developing companies), mezzanine (funds providing mezzanine loans to companies), venture capital (start-up companies), distressed asset (distressed companies undergoing bankruptcies, etc.), commodities (businesses in commodity related sectors), real estate (residential, commercial, and industrial real estate), international equity and venture capital, and are typically limited partnership investment structures and/or joint ventures. Limited partnership valuations are based on the valuation of the underlying investments, which include inputs such as cost, operating results, discounted future cash flows and market-based comparable data. Net asset value (NAV) is used as a practical expedient to estimate fair value.

Hedge funds: Hedge funds include equity long/short, event driven, multi-strategy, real estate and fund of funds, and are typically limited partnership investment structures. Limited partnership interests in hedge funds are primarily valued using a market approach based on net asset value (NAV) calculated by the funds and are not publicly available. NAV is used as a practical expedient to estimate fair value.

Common collective trusts: Common collective trusts (CCTs) are valued at NAV and are arrangements in which the funds of individual trusts are pooled to avail themselves of professional investment management and achieve greater diversification of investment, stability of income, or other investment objectives. CCTs are reported at NAV, as of the measurement date. NAV is used as a practical expedient to estimate fair value.

L3Harris Technologies Consolidated Pension Plan

Notes to Financial Statements
(In Thousands)

The following table sets forth by level, within the fair value hierarchy, a summary of the Master Trust's investments measured at fair value on a recurring basis at December 31, 2025 and 2024:

	2025	2024
Level 1:		
Domestic equity	$ 746,802	$ 891,532
International equity	923,003	887,789
REITs	166,523	185,005
	1,836,328	1,964,326
Level 2:		
Fixed income investments	2,378,600	2,393,539
	2,378,600	2,393,539
Level 3:		
Fixed income investments	43,910	42,400
	43,910	42,400
Total assets in the fair value hierarchy	4,258,838	4,400,265
Investments measured at net asset value:		
Partnerships/joint ventures	1,251,464	1,496,909
Hedge funds	268,047	321,490
Common collective trusts	1,322,022	1,750,656
	7,100,371	7,969,320
Accrued income, cash and net unsettled trades	64,711	146,747
Investments at fair value	$ 7,165,082	$ 8,116,067

Changes in Fair Value of Level 3 Assets

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

We evaluated the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits.

During 2024, several commercial mortgage loans were transferred from Level 3 to Level 2. This reclassification was based on an evaluation of the pricing inputs, which concluded that the effect of unobservable inputs on the pricing determination was not significant.

The following table sets forth a summary of the changes in the fair value of the Master Trust's Level 3 investments for the years ended December 31, 2025 and 2024:

	2025	2024
Fixed income investments		
Purchases	$ 13,895	$ 6,190
Sales	(6,783)	(2,076)
Transfers out	(976)	(80,551)

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs.

	2025	2024
Fixed income investments		
Fair value	$ 43,910	$ 42,400
Principal valuation technique	Discounted cash flow	Discounted cash flow
Significant unobservable inputs	Average Life	Interpolated US Treasury Yield
Range of significant input values	1.27 years and 11.45 years	4.22% and 4.69%
Significant unobservable inputs	All-in-Yield	Broker spread
Range of significant input values	4.96% and 7.38%	1.15% and 3.15%

In estimating fair value of the investments in level 3, the Investment Committee may use third-party pricing sources or appraisers.

Fair Value of Investments that Calculate NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2025 and 2024, respectively:

	2025	2024
Partnerships/joint ventures (a)		
Fair value	$ 1,251,464	$ 1,496,909
Unfunded commitment	370,521	538,805
Redemption frequency	See (a)	See (a)
Other redemption restrictions	None	None
Redemption notice period	None	None
Hedge funds (b)		
Fair value	268,047	321,490
Unfunded commitment	None	None
Redemption frequency	Quarterly	Quarterly
Other redemption restrictions	None	None
Redemption notice period	See (c)	See (c)
Common collective trusts		
Fair value	1,322,022	1,750,656
Unfunded commitment	None	None
Redemption frequency	Immediate	Immediate
Other redemption restrictions	None	None
Redemption notice period	See (c)	See (c)

(a) Limited partnership interests in private equity funds are not redeemable from the general partner. Private equity interests can be sold through a secondary sale to a third party. Distributions are generally received through the liquidation of the underlying assets of the funds. Other partnerships include distressed asset investments, venture capital funds, mezzanine funds. These partnerships (except for commodities, real estate, and international equity) are expected to be liquidated in approximately the next three to ten years. Redemption frequency for international equity are monthly and redemption notice period is 30 days. There is no redemption frequency or redemption notice period for all other partnerships and joint ventures.

(b) Fund of funds hedges invest in a variety of investments, mainly other hedge funds, of different styles with the goal of generating diversified returns in all types of market environments. Real estate hedge funds commonly invest in real estate investment trusts. However, as the name states, they may also invest in real estate properties such as residential and commercial properties and land. Other hedge funds include multi-strategy and event driven funds. Multi-strategy funds have an objective to add value from mispriced securities. These funds have entered into full redemption requests and are expected to be liquidated over the next year. Event driven funds are single direct funds attempting to generate returns in all types of market environments with appropriate amounts of risk.

(c) Redemption restrictions vary, within 30 to 91 days, by investment management agreement but are based on the initial investment date and take into account liquidity terms, notice periods, redemption schedules, withdrawal with or without penalties and lock-ups, if any. In certain cases, full redemption may be extended over a period of time.

Note 7. Risks and Uncertainties

The Plan, through the Master Trust, invests in various investment securities that are exposed to various risks such as interest rates, market and credit risks. Market values of investments may decline for a number of reasons, including changes in prevailing market and interest rates, increases in defaults and credit rating downgrades. Market risks include global events, which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that some changes could materially affect the amounts reported in the statement of net assets available for benefits.

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

Note 8. Tax Status

The Plan obtained its latest determination letter on September 16, 2025, in which the Internal Revenue Service (IRS) stated that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, Plan management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

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

Note 9. Related Party and Party-in-Interest Transactions

Certain Master Trust investments are shares of common collective trusts managed by Northern Trust Company, the Trustee for the Plan. Gallagher Benefit Services, Inc., provides actuarial and related services for the Plan. As described in Note 2, the Plan paid certain expenses related to plan operations and investment activity to various services providers. These transactions are party-in-interest transactions under ERISA.

Note 10. Plan Mergers

The following plans merged their net assets into the Plan effective December 31, 2024:

L3Harris Combat Propulsion Systems Pension Plan	$	38,405
The Cooperative Pension Income Plan		11,369
L3Harris Ocean Systems Pension Plan for Hourly Employees		20,695
L3Harris Pension Plan for Employees at the Pacific Missile Range Facility		42,343
Total transfers into the Plan	$	112,812

All transfers are included in the statement of changes in net assets available for benefits as of December 31, 2024. Net assets transferred into the Plan include the Plan's interest in the Master Trust, less any accrued expenses. The transfers are reflected in the accumulated plan benefits discussed in Note 4 as of January 1, 2025.

Note 11. Purchase of Annuity Contracts

On September 18, 2024, the Plan purchased two group annuity contracts from Nationwide Life and Annuity Insurance Company (NLAIC) for $332,949. In 2025, the purchase price was amended to $320,403. As a result, the Plan recorded a $12,546 receivable as of December 31, 2024. Under the terms of the contracts, NLAIC became responsible for the benefit payments of the annuitants identified in the contracts effective December 1, 2024.

On March 11, 2025, the Plan purchased two group annuity contracts from Pacific Life Insurance Company for $1,142,523. Under the terms of the contracts, Pacific Life became responsible for the benefit payments of the annuitants identified in the contracts effective June 1, 2025 or June 30, 2025.

Note 12. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2025 and 2024 to Form 5500:

	2025	2024
Net assets available for benefits per the financial statements	$ 6,408,757	$ 7,358,808
Net assets held in defined benefit plan - 401(h) account	249,778	236,186
Net assets available benefits per Form 5500	$ 6,658,535	$ 7,594,994

The net assets of the 401(h) Account included in Form 5500 are not available to pay pension benefits but can be used only to pay retiree health benefits. The following is a reconciliation of the changes in net assets available for benefits per the financial statements for the years ended December 31, 2025 and 2024, to Form 5500:

	2025	2024
(Decrease) in net assets available for benefits before transfers per the financial statement	$ (950,051)	$ (269,624)
Net increase in 401(h) account	13,592	5,566
(Decrease) in net assets available benefits per Form 5500	$ (936,459)	$ (264,058)

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB, Part V – Summary of Plan Provisions

Section I: Salaried

Effective Date

January 1, 1976

Eligibility for Membership

All salaried employees age 21 with one year of service. The plan has been closed to new participants effective October 1, 2011.

Normal Retirement Allowance

Eligibility

Age 65.

Benefit

For the first 40 years of benefit service, a participant may elect either of the following benefit accruals:

1) Traditional Pension Formula

   2% of final average salary (1.5% for employees who became participants after January 1, 2000) during the 5 years of service in the last 10 years giving the highest average, for each of the first 25 years of traditional formula service, plus 1.5% of such final average salary for traditional formula service between 25 and 40 years, reduced by 1.25% of the Social Security benefit multiplied by traditional formula service up to 40 years. An amendment effective January 1, 2012 provided employees a choice to accrue future benefits under (1) the Traditional Pension Formula, or (2) an age-based defined contribution plan. Effective December 31, 2016, accruals under the Traditional Pension formula ceased.

2) Pension Equity (PEP) Formula

   Lump sum benefit based on the following percentages of final average salary: under age 30, 3% per year of service, age 30 - age 39, 4% per year of service, age 40 - age 49, 5% per year of service, age 50 and over, 6% per year of service. Total years credited cannot exceed 40. Effective January 1, 2012 (October 31, 2011 for ITT/Xylem employees), accrued percentage of final average salary and final average salary were frozen. Also, effective January 1, 2012, the pension equity formula accruals option was no longer available and the rate of interest to be credited towards the lump sum benefit for Harris employees shall be the 10-year Treasury rate as in effect on December 31 of the prior calendar year but not less than 3.25%.

3) Cash Balance Formula

   Effective January 1, 2017, a Cash Balance formula was added for certain eligible employees who were non-highly compensated employees on December 31, 2016. Participants accumulate a Cash Balance Account equal to 1% of each year's compensation plus interest credited monthly based on the 30-year Treasury rate as in effect for the month of November of the prior calendar year.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried (continued)

Special Early Retirement Allowance

Eligibility

For employees who became participants before January 1, 2000, age 55 and 15 years of service or age 50 with age and service totaling 80 or more years. For employees who became participants after December 31, 1999 but before January 1, 2005, age 55 and 15 years of service.

Benefit

For pre-January 1, 2000 participants; accrued pension under the traditional formula can commence as early as age 50 and is reduced 5/12 of 1% for each month that payments commence prior to age 60, but not less than 75% of the unreduced benefit that would have been payable at age 60. For post-December 31, 1999 participants; accrued pension under the traditional formula can commence as early as age 55 and is reduced 5/12 of 1% for each month up to 48 months that payments commence prior to age 62, and further reduced 1/3 of 1% for each month up to 12 months that payments commence prior to age 58, and further reduced 1/4 of 1% for each month that payments commence prior to age 57. Social Security reduction is not applied before age 62. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

Standard Early Retirement Allowance

Eligibility

Age 55 and 10 years of service.

Benefit

Accrued pension under the traditional formula deferred to age 65 or an immediate benefit reduced 1/4 of 1% for each month that payments commence prior to age 65. (For post- December 31, 2004 participants, the reduction is 6.67% per annum for retirements between ages 60 to 65, and further reduced 3.33% per annum for retirements before age 60.) Social Security reduction is not applied before age 62 for pre-January 1, 2005 participants. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried (continued)

Vested Benefit

Eligibility

3 years of service.

Benefit

Accrued pension under the traditional formula deferred to age 65 or reduced pension after age 55. Reduction is the same as for the post-December 31, 2004 Standard Early Retirement. Accrued pension under PEP and Cash Balance formulas shall be payable in the form of a single lump sum equal to the Account Balances or an actuarially equivalent annuity.

Vested Spouse Benefit

Eligibility

Death after becoming eligible for a vested benefit and prior to Benefit Commencement. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.

Benefit

Traditional Pension Formula - Accrued pension under traditional formula at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date up to age 65. Coverage for which a charge is made may be waived with consent of the spouse.

PEP and Cash Balance Formulas - Accrued pension under PEP and Cash Balance formulas payable to the spouse in the form of actuarially equivalent annuity over the spouse's lifetime or as a lump sum equal to the Account Balances.

Automatic Pre-Retirement Survivor Benefit

Eligibility

Death after earlier of age 65 or age 55 with 10 years of service and prior to Benefit Commencement.

Benefit

50% of accrued traditional pension at time of death, no adjustment for early commencement. Accrued pension under PEP and Cash Balance formulas in the form of actuarially equivalent annuity or lump sum payment equal to participant's full Account Balance.

Supplemental Survivor's Benefit

Eligibility

Election available upon the earlier of age 65 or age 55 with 10 years of service. Charge for coverage is 1/2 of 1% for each year in effect.

Benefit

25% of accrued traditional pension, adjusted if beneficiary is more than 5 years younger. Payable to same beneficiary as under Automatic Pre-Retirement Survivor Benefit.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section I: Salaried (continued)

Normal Form of Benefit

Single

Life annuity.

Married

Actuarial equivalent 50% joint and survivor annuity, unless elects otherwise, for vested participants and post-December 31, 2004 participants; 90% Spouse's Contingent Annuity Option for pre- January 1, 2005 participants.

Spouse's Contingent Annuity Option

(1) 90% (adjusted for difference in ages of more than 5 years) of benefit with 50% of the unreduced benefit payable to spouse after retired member's death.

(2) 80% (adjusted for difference in ages of more than 5 years) of benefit with the reduced benefit payable to spouse after retired member's death.

Spouse's Contingent Annuity options are not available for vested benefits or for participants hired on or after January 1, 2005.

Standard Contingent Annuity Option

(1) 100% joint and survivor annuity

(2) 50 % joint and survivor annuity

(3) 75 % joint and survivor annuity

(4) 10 year certain and life

Small Lump Sum

Present value of accrued benefit totaling $5,000 or less, paid in the form of lump sum.

Maximum Benefit

ERISA maximum as amended by the Tax Reform Act of 1986, the Retirement Protection Act of 1994 (RPA '94) and the Economic Growth and Tax Relief Reconciliation Act of 2001 (EGTRRA) and IRC Section 401(a)(17) compensation limitations as amended by the Omnibus Budget Reconciliation Act of 1993 and EGTRRA.

Special Benefits

This summary does not include special benefit provisions which may apply to a limited group of employees covered under former plans, certain frozen status members and retirement members. These provisions are taken into account in the valuation.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit

Effective date

December 31, 1955.

Eligibility

Immediate.

Covered employees

An hourly paid production and maintenance employee of the Company who is represented by the Union, other than a Non-Benefits Employee. Includes hourly paid Employees who are on leave of absence or layoff from employment at the Fort Wayne plants and warehouses in accordance with rules of uniform application established from time to time by the Company or by agreement with the Union representing the Employees covered by this Plan. As of January 1, 2017, there are no Employees eligible to be covered under the plan.

Continuous service

The total number of years and fractions thereof of uninterrupted employment, measured from date of employment to date of termination. One year of Continuous Service is granted for each calendar year in which the participant completes at least 1,000 hours. In any year in which the participant completes less than 1,000 hours, he shall receive 1/10th of a year credit for each 168 hours or major fraction thereof so completed.

Credited service

One year of Credited Service will accrue for each calendar year in which a participant completes at least 1,680 hours; and if a participant completes less than 1,680 hours, he shall receive 1/10th of a year credit for each 168 hours or major portion thereof completed. Maximum service is 42 years.

Normal retirement pension

Eligibility

Age 65.

Basic monthly benefit

Last Day of Employment	Benefit Unit Per Year of Service
Before January 1, 2008	$32.00
During 2008	$33.50
During 2009	$34.50
During 2010	$35.50
During 2011	$37.00
During 2012	$38.00
January 1, 2013 through September 30, 2013	$38.50
On or After October 1, 2013	$40.50

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit (continued)

Early retirement pension

Eligibility

Age 55 and 10 years of Continuous service for participants hired after August 28, 1983.

Benefit

Prior to completion of 30 years of Credited Service: Accrued pension deferred to age 65, or immediate pension equal to accrued pension reduced by 1/180 for each of the first 60 months and 1/360 for each month in excess of 60 months by which commencement precedes normal retirement date.

After completion of 30 years of Credited Service: Accrued pension deferred to age 62, or immediate pension equal to the accrued pension reduced by 1/180 for each of the first 24 months and 1/360 for each month in excess of 24 months by which commencement precedes age 62.

Disability retirement pension

Eligibility

Total and permanent disability after age 40 and 10 years of Credited Service.

Benefit

Accrued pension payable immediately, not less than $340 per month.

Deferred vested pension

Eligibility

5 years of Continuous Service.

Benefit

Accrued pension deferred to age 65, or reduced pension after age 55. Reduction same as for early retirement.

Spouse's benefit

Eligibility

Death of participant after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.

Benefit

Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivor option, and then died. For a terminated vested participant there is a charge for each year coverage is in effect after termination date up to age 65. Coverage for which a charge is made may be waived with consent of the spouse.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint at 50% survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section II: Communications Solutions Bargaining Unit (continued)

Optional forms of benefit

(1) Life annuity.
(2) Joint and 50% survivor annuity.
(3) Joint and 75% survivor annuity.
(4) Joint and 100% survivor annuity (N/A for terminations).
(5) Social Security level income option (N/A for terminations).

Contributions

Noncontributory.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation

Effective Date

December 31, 1952.

Covered Employees

An employee of EDO or any other Employer which has adopted the Plan. No leased employee.

Eligibility for Participation

All active Participants as of December 31, 2000 are Participants as of January 1, 2001. For employees hired on or after January 1, 2002, the participation date is the first day of the month coincident with or immediately following the attainment of age 21 and the completion of twelve months of service. No new Participants enter the plan after December 31, 2002.

Vesting Service

Each calendar month during employment. The aggregate calendar months shall be reduced by one calendar month for each calendar month no employment relationship exists as a result of quitting, discharge, retirement or death.

Credited Service

Each calendar month following the date of at least 12 months of service. The aggregate calendar months shall be reduced by one calendar month for each calendar month no employment relationship exists as a result of quitting, discharge, retirement or death. A maximum of 44 years. Frozen as of December 31, 2002.

Compensation

Base salary.

Final Average Compensation

Highest consecutive 60 months of compensation out of the preceding 120 months of employment.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation (continued)

Basic Monthly Benefit

For all employees:

A Cash Accumulation Allocation of 1% of compensation will be credited for each plan year from January 1, 2001 through December 31, 2002. On the last day of each plan year, interest will be credited on the Cash Accumulation Balance in effect as of the first day of the plan year. The interest crediting rate is based on the annual 30-year Treasury rate in effect for the November prior to the start of the plan year.

Additional Prior Plan Benefit for employees hired on or before December 31, 2000:

For service from January 1, 2001 through December 31, 2002:

The product of (A) 1.0% of the Final Average Compensation of such Participant that is equal to or less than one-half of the Taxable Wage Base, multiplied by (B) such Participant's Credited Service from January 1, 2001 through December 31, 2002; and

The product of (A) 1.5% of the Final Average Compensation of such Participant that is greater than one-half of the Taxable Wage Base, multiplied by (B) such Participant's Credited Service from January 1, 2001 through December 31, 2002.

Note that Final Average Compensation only considers compensation through December 31, 2002.

For service prior to January 1, 2001:

The benefit accrued as of December 31, 2000 based on the relevant Appendices to the Plan is converted to an Accrued Benefit Percentage by dividing by Annual Compensation for the plan year ending December 31, 2000. The benefit payable at retirement is the Accrued Benefit Percentage times the Compensation for the 2002 plan year.

Certain individual employees have specified minimum benefit formulas as specified in the appendices.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

Cash Accumulation Benefit – Annuity that can be purchased by the Cash Accumulation Balance as of the date of retirement.

Prior Plan Benefit earned prior to January 1, 2001 – subject to the AIL or EDO reduction factors that were in effect prior to January 1, 2001.

Prior Plan Benefit earned on or after January 1, 2001 – Unreduced upon attainment of age 62 and 30 years of service. Otherwise, benefits are reduced 4% for each year (i.e., 1/3% for each month) by which benefit commencement precedes normal retirement age.

Disability Retirement Pension

Eligibility

10 years of Vesting Service.

Benefit

Benefits are determined as if the participant continued to be employed for ten years (or until age 65, if earlier), based on the compensation level in the year in which the participant became disabled. Benefits are payable at normal retirement age.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section III: EDO Corporation (continued)

Deferred Vested Pension

Eligibility

5 years of Vesting Service.

Benefit

A vested Participant may elect to receive his Prior Plan Benefit at any time on or after age 55. Benefits are reduced 6% for each year by which benefit commencement precedes normal retirement age.

Spouse's Benefit

Eligibility

(1) Death in active service upon completion of 5 years of service but prior to age 55.

(2) Death after termination of employment with vested benefits (5 years of service) but before benefits commence or death in active service after becoming eligible for normal or early retirement. Automatic unless waived with spousal consent. For a terminated vested participant there is a charge for each year that coverage is in effect 90 days after termination date up to age 65.

Benefit

50% of benefit which would have been payable to deceased participant under the 50% joint and survivorship annuity option. 100% of cash accumulation benefit. Benefits begin when participant would have been age 65 or any time after participant would have been age 55 without reduction for early commencement, at spouse's election.

Normal Form of Payment

Single

Life annuity

Married

Reduced 50% joint and survivorship annuity.

Optional Forms of Benefit Payment

The Prior Plan Benefit accrued prior to December 31, 2000 is payable in the forms available under the applicable prior plan.

The Cash Accumulation Benefit and the Additional Prior Plan Benefit are payable in the following forms:

1. Single life annuity
2. Joint and survivorship annuity – 50%, 75%, or 100%
3. Certain–and–life – 5 year or 10 year
4. Lump Sum – cash accumulation benefit only

Contributions

Noncontributory.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

From participation. Active participants of Plan I transferred to Plan II and began to accrue Benefit Service in Plan II as of January 1, 2006.

Vesting Service

All years of employment

Earnings (for Frozen Benefit)

Include all wages, bonuses, and overtime compensation.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Normal Retirement Pension

Eligibility

Age 65

Frozen Benefit:

For each year prior to January 1, 2020, 1.5% of Earnings for the first 15 years of Vesting Service plus 2% for Earnings of Vesting Service after 15 years.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000.

Early Retirement Pension

Standard Eligibility

Age 55

Standard Benefit

Normal retirement accrued benefit reduced by 4% for each of the first 5 years and 3% for each of the next 5 years prior to age 65.

Special Eligibility

Age 50 and 20 years of Vesting Service

Special Benefit

Normal retirement accrued benefit reduced by 4% per year for each year that the sum of age plus Vesting Service (capped at 30 years) is less than 85. There is no reduction if participant is at least age 55 and the sum of age plus service equals or exceeds 85.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II (continued)

Deferred Vested Pension

Eligibility

5 years of Vesting Service or age 55

Benefit

Accrued normal retirement benefit payable at age 65 or as early as age 55 based on standard early retirement reductions.

Pre-Retirement Death Benefit

Eligibility

5 years of Vesting Service or age 55

Benefit

50% of benefit employee would have received had he/she retired the day before he/she died and elected the joint and survivor option payable immediately. If the employee was younger than age 55 at the time of death, the amount payable is the actuarial equivalent of the benefit that would have been payable at age 55.

Employees Group Covered:

Employees of L3 Aviation Products hired before January 1, 2007.

Actuarial Equivalence

Optional forms of benefit, except for the Social Security Option, shall equal the Actuarial Equivalence of the normal form of benefit, determined on the basis of a 7% annual rate of interest and the 1984 Unisex Pension Mortality Table rated back three years. The SS option uses the assumptions in Section 417(e) as required by law.

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IV: Technologies – Aviation Products II (continued)

Optional forms of benefit

Life annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Joint and 100% survivor annuity

Life annuity with certain period of 10 years

Life annuity with certain period of 15 years

Social Security level income annuity

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear

Plan Status

This plan was frozen effective December 31, 2011. Covers all workers employed by Brashear who are not covered by a collective bargaining agreement and who are not leased employees. There are no new entrants to the Plan after December 31, 2001.

Credited Service

Years of employment through December 31, 2011.

Vesting Service

Completion of 1,000 hours in a plan year.

Final Average Earnings

The average of the highest 5 consecutive years out of the last 10 years of total earnings during employment prior to termination.

Normal Retirement Pension

Eligibility

Age 65

Benefit

1.2% of final average earnings up to the Social Security Covered Compensation plus 1.84% of final average earnings in excess of the Social Security Covered Compensation, with the result multiplied by years of Credited Service up to a maximum of 30 years.

After December 31, 2011, no Credited Service and no change in final average earnings or Social Security Covered Compensation will be taken into account.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service

Benefit

Normal accrued pension is reduced by 5/9 of 1% for each month for each year of age under age 65 (down to age 60) and 5/18 of 1% for each month under age 60 (down to age 55).

Supplemental Cash Balance Benefit

Benefit

The employer contribution credit (2% of compensation) was suspended effective July 1, 2003. The existing (frozen) cash balances are credited with 5% interest annually.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear (continued)

Actuarial Equivalence

For purposes of converting the cash balance account into a single life annuity payable at normal retirement date, the interest rate is 5.00% and mortality rates are from the 1983 Individual Annuity Mortality Table, blended 50% males and 50% females. For converting the cash balance accrued benefit payable at Normal Retirement to any earlier benefit commencement age, the interest rate is the 30-year Treasury securities from the month of August of the year prior to the Plan Year at which benefit commences, and mortality rates are from the applicable mortality table described in Revenue Ruling 2001-62.

Deferred Vested Pension

Eligibility

3 years of service

Benefit

Eligible for unreduced pension at age 65. A reduced benefit is also payable as early as age 55, if participant has at least
10 years of Vesting Service upon termination

Pre-Retirement Death Benefit

Eligibility

Married at least 1 year

Benefit

50% of benefit employee would have received had he retired the day before he died and elected the joint and survivor option. Benefits commence at normal retirement age, or at the participant's earliest retirement age, if participant has at least 10 years of Vesting Service at the time of death.

Disability benefit

Eligibility

10 years of Vesting Service

Benefit

Normal pension based on service projected to normal retirement age and final average earnings at disability, payable at normal retirement age. If the participant does not have 10 years of Credited service, then service is not projected to normal retirement age in the benefit formula.

Actuarial Equivalence

For purposes of converting a Straight Life Annuity to an optional form of benefit, factors are as specified in the plan document. Sample factors for age 65 are as follows:

Form of Payment	Factor
Straight Life Annuity	1.000
50% J&S	0.882
75% J&S	0.833
100% J&S	0.789
10 Year C&L	0.936

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section V: Technologies – Brashear (continued)

Normal form of benefit

Single

Life annuity

Married

Joint and 50% survivor annuity

Optional forms of benefit

Life annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Joint and 100% survivor annuity

Life annuity with certain period of 10 years

Lump sum; Benefits with a present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefits is over $1,000 but less than $5,000, a lump sum is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum with the spouse's consent. Cash balance accounts may be payable immediately upon termination.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions
Ocean Systems and Space and Navigation

Plan Status

The plan is closed to new hires effective January 1, 2006 and January 1, 2007 for Ocean Systems and Space & Navigation, respectively. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Certain Divisions Space and Navigation was sold in 2022.

Credited Service

All service as a participant. No additional Credited Service accruals shall be recognized from January 1, 2019.

Vesting Service

All service from date of hire. Participants at Ocean Systems hired prior to April 1, 1998 are fully vested as of that date. Participants at Space and Navigation hired prior to January 1, 2000 are fully vested as of that date.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Final Average Compensation

The greater of the five complete calendar years that produce the highest total compensation, divided by 60, or the monthly average of compensation for the 60 consecutive highest paid calendar months out of the last 120 calendar months. Compensation is defined as base pay, plus variable pay, lump sum wage increases, shift differential, overtime, commissions or sales payments, performance awards paid through payroll, and short-term incentive compensation. No additional accrual service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of Vesting Service

Benefit

The greater amount of 2.0% of final average compensation for the first 25 years of Credited Service plus 0.5% of final average compensation for Credited Service after 25 years, minus 2.0% of estimated Social Security benefit for the first 25 years of Credited Service, and 0.75% of final average compensation plus $8, for the first 30 years of Credited Service. Special provisions for former participants in the Budd Company Pension Plan: The greater of the frozen benefit under the Budd Company Pension Plan determined as of March 31, 1995, and the retirement benefit accrued under this plan including service earned under the Budd Company Pension Plan as of April 1, 1995.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions
Ocean Systems and Space and Navigation (continued)

Regular Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service

Benefit payable until age 62

Normal retirement pension accrued determined without regard to Social Security offset, reduced by 2% per year for each of the first 5 years and 4% per year for each of the next 5 years prior to age 65. Under the minimum benefit formula, the accrued benefit is reduced by 7.2% per year for each of the first 5 years and 4.8% per year for the next 5 years prior to age 65.

Benefit payable from age 62

Normal retirement pension as described above, offset by 2.0% of the estimated Social Security benefit for each of the first 25 years of Credited Service.

80-Point Early Retirement Pension

Eligibility

Sum of age and years of Vesting Service must be at least 80

Benefit payable until age 62

Normal retirement pension accrued determined without regard to Social Security offset, reduced in the same way as for Regular early retirement, but not below 75%. There is no reduction under the minimum benefit formula. In addition, under the minimum formula a supplemental benefit of $385 each month is provided.

Benefit payable from age 62

Normal retirement pension as described above, offset by 2.0% of the estimated Social Security benefit for each of the first 25 years of Credited Service. There is no reduction under the minimum benefit formula.

Deferred Vested Pension

Eligibility

None, for participants hired prior to April 1, 1998 at Ocean Systems or hired prior to January 1, 2000 at Space & Navigation; 5 years for all others.

Benefit

Accrued pension payable at age 65.

Pre-Retirement Death Benefit after the age of 50

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after full vesting, the greater of 20% of the participant's base pay at time of death and an amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived until the earliest possible retirement age and retired on such date, payable for the life of the surviving spouse.

For deaths occurring in service, after attainment of eligibility to retire: The greater of 20% of the participant's base pay at time of death or an amount equal to 50% of the benefit that would have been payable had the employee retired on the date of his death, payable for the life of the surviving spouse.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions
Ocean Systems and Space and Navigation (continued)

Pre-Retirement Death Benefit before the age of 50

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after full vesting: an amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived to the earliest possible retirement age, retired on that date and elected the survivorship option, payable for the life of the surviving spouse.

Post-Retirement Death Benefit

Eligibility

Any participant in receipt.

Benefit

A one-time lump sum payment equal to 180% of final average monthly compensation, reduced by 10% for each year of Credited Service less than 10 years, but not less than $2,000.

Disability

Benefit

Accrued benefit calculated based on Credited Service to disability date, payable at normal retirement date.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 100% survivor annuity- Benefit is reduced by the factor equal to 81% and reduced/increased by additional 0.5% for each full year in excess of three years by which the Participant's/Spouse's birth date precedes the birth date of the Spouse/Participant.

Reduced Joint and 75% survivor annuity- Benefit is reduced by the factor equal to 85% and reduced/increased by additional 0.375% for each full year in excess of three by which the Participant's/Spouse's birth date precedes the birth date of the Spouse/Participant.

Reduced Joint and 50% survivor annuity- Benefit is reduced by the factor equal to 89% and reduced/increased by an additional 0.25% for each full year in excess of three by which the Participant's/Spouse's birthday precedes the birth date of the Spouse/Participant.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions
Ocean Systems and Space and Navigation (continued)

Life annuity with certain period of 10 years- The reduced monthly payment is 95% of the monthly Single life annuity.

Social Security level income annuity- It is payable in a greater amount before the date in which the Participant attains age 62, and a reduced amount after that date. The increase to the benefit payable before age 62 is equal to (1) minus (2), multiplied by (3) where:

(1) is the Social Security benefit payable to the Participant at age 62,

(2) is the difference in the monthly benefit payable to the Participant before age 62 and the monthly benefit payable to the Participant after age 62, calculated as a Single Life Annuity; and

(3) the level income factors (interpolated for fractional year.

Years Early Date Precedes Normal Retirement Date	Level Income Factor	Years Early Date Precedes Normal Retirement Date	Level Income Factor
3	1.0000	11	0.4100
4	0.8900	12	0.3700
5	0.7900	13	0.3300
6	0.7100	14	0.3000
7	0.6300	15	0.2700
8	0.5600	16	0.2500
9	0.5100	17	0.2200
10	0.4600		

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is over $1,000 but less than or equal to $5,000, a lump is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity or a deferred annuity.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions - Seabeam

Plan Status

The plan is closed to new hires effective January 1, 2006 for Seabeam. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Credited Service

All service as a participant up to 25 years. No additional Credited Service accruals shall be recognized from January 1, 2019.

Vesting Service

All service from date of hire.

Integration level

The integration level is $9,461 from April 1, 1999 to December 31, 1999, $13,057 for the plan year beginning January 1, 2000 and increases by 3.5% each year thereafter.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of Vesting Service.

Benefit

0.65% of earnings each plan year Credited Service is earned plus 0.65% of earnings above the integration level each plan year Credited Service is earned.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service

Benefit

Normal retirement pension accrued, reduced by actuarial equivalence using the 1983 Group Annuity Mortality for males and 6% interest.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VI: Technologies – Certain Divisions - Seabeam (continued)

Pre-Retirement Death Benefit

Benefit

For deaths occurring in service, prior to attainment of eligibility to retire, but after vesting: An amount equal to 50% of the benefit that would have been payable had the employee terminated on the date of death, survived until the earliest possible retirement age, retired on such date, and elected a joint and 50% survivor annuity, payable for the life of the surviving spouse.

For deaths occurring in service, after attainment of eligibility to retire: An amount equal to 50% of the benefit that would have been payable had the employee retired on the date of death, and a joint and 50% survivor annuity, payable for the life of the surviving spouse.

Actuarial Equivalence

Benefit otherwise payable to employee is reduced to an actuarial equivalent amount using the 1982 Group Annuity mortality for males and an interest rate of 6%.

Normal form of benefit

Single

Life annuity

Married

Joint and 50% survivor annuity

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 66-2/3% survivor annuity

Years certain annuity (5 or 10)

Lump sum

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrual under a cash balance formula.

Accrual Service

All service from date of hire.

Vesting Service

All service from date of hire.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Earnings (for non-Cash Balance Benefit)

Earnings for any Plan Year shall be defined as total cash remuneration actually paid by the Employer.

Final Average Earnings

Earnings for the five calendar years during the ten calendar years of Accrual Service prior to the date on which the Participant ceases to be an Employee that results in the highest average Earnings amount. If a participant has not completed five years of Accrual Service as of the date he ceases to be an Employee, his average Earnings are for the entire period (years and completed months) of such Accrual Service. No additional Accrual Service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service

Benefit:

For a participant who has an hour of service on or after January 1, 2005, is equal to the sum of (1) and (2) or, if greater, the amount determined under (3):

(1) 1.5% of the Participant's Final Average Compensation not in excess of his Covered Compensation for each Plan Year (and completed month) of Accrual Service and

(2) 1.75% of the Participant's Final Average Compensation in excess of his Covered Compensation for each Plan Year (and completed month) of Accrual Service.

(3) With respect to a Participant who also has an hour of service on December 31, 2004, the Participant's benefit determined as of December 31, 2004

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service

Benefit

Accrued normal retirement benefit reduced by 6.67% per year for the first five years prior to age 65 that benefit commence and 3.33% for the next five years.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

Pre-Retirement Death Benefit

Eligibility

All married participants with 5 years of service are eligible

Benefit

50% of benefit employee would have received had he retired the day before he died and elected the joint and survivor option, payable at the earliest retirement date of the employee. Benefit is payable only to a spouse.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced joint and 100% survivor annuity– benefit is reduced by the factor equal to 75% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 1.0% for each full year the participant is older (or younger) than the eligible spouse.

Reduced joint and 50% survivor annuity- benefit is reduced by the factor equal to 86% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 0.5% for each full year the participant is older (or younger) than the eligible spouse.

Reduced joint and 75% survivor annuity– benefit is reduced by the factor equal to 80% minus / (plus) 0.6% for each full year the participant is older / (younger) than age 65, minus / (plus) 0.75% for each full year the participant is older (or younger) than the eligible spouse.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VII: Technologies – Corporate and Display Systems (continued)

Life annuity with certain period of 10 years- benefit is reduced by the factor equal to 91% minus / (plus) 0.7% for each full year the participant is older / (younger) than age 65.

Life annuity with certain period of 15 years - benefit is reduced by the factor equal to 82.5% minus / (plus) 1.3% for each full year the participant is older / (younger) than age 65.

Life annuity with certain period of 20 years- benefit is reduced by the factor equal to 74% minus / (plus) 1.6% for each full year the participant is older / (younger) than age 65.

Social Security level income annuity– benefit is adjusted by the factor calculated based on the yield curve and mortality tables used in valuation.

Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is over $1,000 but less than or equal to $5,000, a lump is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity or a deferred annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried

Plan Status

The plan is closed to new hires effective February 28, 2005. Electron Devices Salaried was sold in 2021. Legacy Electron Devices Salaried Hughes participants will continue to receive ongoing accruals in the L3Harris plan while working with the purchaser.

Benefit Accrual Service

Months of service when Employee contributions were made by the participant.

Total Accrual Service

Benefit Accrual Service in this Plan, plus the appropriate Benefit Accrual Service pursuant to the Boeing Satellite Systems Retirement Plan.

Employee Contributions

An active Participant contributes 3% of Compensation earned in a Plan Year.

Final Average Earnings

Average Monthly Compensation for five highest years out of the final 10 years while an Eligible Employee

Normal Retirement Pension

Eligibility

Age 65

Benefit:

The greatest of the following, including COLA:

(1) Final Average Monthly Compensation Benefit:

(a) 1¾% of Final Average Earnings per year of Benefit Accrual Services, less

(b) Social Security Primary Insurance Amount at the Normal Retirement age times a factor of: 1½% of Total Accrued Service (up to 33- 1/3 years), times the ratio of Benefit Accrual Service over Total Accrued Service. For retirements prior to age 62, the factor is not greater than:

Age at Separation	Maximum Factor
55	0.37
56	0.39
57	0.42
58	0.44
59	0.47
60	0.49
61	0.50

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

(2) Career Average Benefit:

1/24 of total Participant contributions through December 1, 1985 (net of unrepaid withdrawals), plus Accrued Benefit as of December 31, 1975 less 1/24th of Participant contributions as of December 31, 1975, plus 1/12th of [1% of first $3,600 of annual pay plus 2% of annual pay over $3,600,] for all Benefit Accrual Service years after 1985.

(3) Minimum Benefit:

$13 + ½% of Final Average Earnings, per year of Benefit Accrual Service

(4) Equivalent Mandatory Contributions:

Actuarial equivalent of mandatory employee contributions with interest

Regular Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service

Benefit

Benefit determined as for normal retirement, based on Benefit Accrual Service to early retirement date. Benefit payable immediately with a reduction equal to 6% for each year (and a proportional reduction for partial years) that the participant's early retirement date precedes age 65. COLA applies for Contributory benefit structure participants.

50/15 Early Retirement Pension (Contributory benefit structure; applicable post-1990 layoffs only)

Eligibility

Age 50 and 15 years of service

Benefit

Benefit determined as for normal retirement, based on Benefit Accrual Service to early retirement date, payable immediately, with reduction of 1½% for each month from the date benefits commence to age when they would have fulfilled the Rule of 75, but no less than Actuarial Equivalent, including COLA.

Rule of 75 Early Retirement Benefit (Contributory benefit structure only)

Eligibility

Age plus service equals 75.

Benefit

Benefit determined as for normal retirement, based on Benefit Accrual Service to early retirement date, payable immediately without reduction, including COLA.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

Late Retirement

Benefit

Benefit determined as for normal retirement, based on employee's Benefit Accrual Service to actual retirement date with an actuarial equivalent adjustment for the accrued benefit derived from participant contributions, but not including COLA.

Cost of Living Adjustment (COLA)

Annual cost of living adjustments from 0.96 up to 1.04 based on the annual change in CPI, Urban consumers, U.S. cities, as of the September before the applicable calendar year.

Actuarial Equivalence

The Joint and survivor benefit is converted with the GA71 (80/20) Male with 4% interest, and the other forms are converted with the GAR94 (50/50) projected to 2002 with 6% interest rate.

Pre-Retirement Death Benefit

Benefit

If not vested, a lump sum of the Participant Contributions Account is paid to the beneficiary.

If vested, but not eligible for retirement, the surviving spouse of a married Participant is entitled to a choice of a lifetime benefit of a 50% Survivor Annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA. Payments commence on the first day of the month following death or, if later, the earliest date on which the employee would have been eligible to retire based on service at death.

If vested, and eligible for retirement, the surviving spouse of a married Participant is entitled to a choice of a lifetime benefit of a 100% Survivor Annuity, with COLA, or a lump sum of the Participant Contributions Account and 100% Survivor Annuity of Employer paid benefit, with COLA. Payments commence on the first day of the month following death or, if later, the earliest date on which the employee would have been eligible to retire based on service at death. If a former Participant dies before age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 50% survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA.

If a former Participant dies before age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 50% survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 50% Survivor Annuity of Employer paid benefit, without COLA.

If a former Participant dies after age 55, the surviving spouse is entitled to a choice of a lifetime benefit of 100% survivor annuity, without COLA, or a lump sum of the Participant Contributions Account and 100% Survivor Annuity of Employer paid benefit, without COLA.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section VIII: Technologies – Electron Devices Salaried (continued)

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Life annuity with certain period of 5 years[1]

Life annuity with certain period of 10 years[1]

Life annuity with certain period of 15 years[1]

Certain period only of 5 years[1]

Certain period only of 10 years[1]

Certain period only of 15 years[1]

Social Security level income annuity

Lump sum Benefit: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

[1] Benefits are converted to a certain only form of payment based on factors that assume 4% COLA.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value

Plan Status

The plan is closed to new hires effective January 1, 2007. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Electron Devices Value was sold in 2021.

Normal Retirement Pension

Eligibility:

Age 65

Benefit:

Pre-January 1, 2020 Cash Balance benefit credit:

Each plan year, benefit credits as a percentage of Pensionable pay will be allocated to each participant's cash balance account. The percentage is based on the participant's attained age at the end of the plan year as follows:

Age	Prior to 2019	2019
Less than 30	3.0%	1.5%
30-34	4.0%	2.0%
35-39	5.0%	2.5%
40-44	7.0%	3.5%
45-49	9.0%	4.5%
50 and over	11.0%	5.5%

Post-January 1, 2020 Cash balance interest credit:

Each plan year, simple daily interest will be credited to the participant's account balance at the beginning of the year to the earlier of benefit commencement date and the end of the plan year. The interest rate will be 5.25%.

Monthly cash balance benefit:

The account balance, at retirement, divided by an annuity factor of 132. For terminated vested participants, this annuity factor is increased by 1/30th for each month prior to normal retirement date. The annuity factor of 132 (unadjusted) is considered vested if the participant is currently eligible for retirement.

Minimum monthly benefit:

$60 times years of benefit service.

Transition BSS monthly benefit service:

The accrued benefit under the Boeing Satellite Systems Retirement Plan (BSS) as of April 1, 2003 multiplied by the ratio of the indexing pay to the indexing base. Indexing is frozen effective with the January 1, 2020 cash balance benefit update.

Current Cash Balance Amount:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose includes base pay, incentive pay, overtime pay, and commission.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value (continued)

Early Retirement Pension

Eligibility:

Age 55 and 10 years of vesting service or age 62 with one year of vesting service.

Benefit:

Monthly pension benefit determined as of early retirement date. The minimum monthly benefit is reduced 4.0% for each year of payment before age 65. The BSS transition monthly benefit will be reduced 6% for each year of payment before normal retirement, but unreduced after attaining age 62 with 10 years of service. Layoffs within 6 years of retirement eligibility are entitled to the active early retirement factors

Pre-Retirement Death Benefit

Benefit:

50% (100% if eligible to retire) of the monthly pension benefit as of the date of death, reduced for the joint and survivor election and reduced for payment as early as the participant's early retirement date, but not less than the monthly protected death benefit.

Normal form of benefit

Single:

Life annuity.

Married:

Joint and 50% survivor annuity.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section IX: Technologies – Electron Devices Value (continued)

Optional forms of benefit

Single life annuity.

Joint and 100% survivor annuity (with popup) - 85% (83% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

Joint and 75% survivor annuity (with popup) - 90% (87% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

Joint and 50% survivor annuity (with popup) - 95% (91% for terminated vested) of Single Life Annuity reduced/(increased) by an additional 1% for each year the spouse is more than 10 years younger/(older) than the participant. (Factor cannot exceed 99%).

Life annuity with certain period of 10 years - Apply factor below to the amount payable under the Single Life Annuity Form.

Age	Factor
50	0.99
55	0.98
60	0.97
65	0.95
70	0.90
75	0.82

Interpolation and extrapolation will be used to determine the Actuarial Equivalent factor to be applied to a Participant whose age on the Benefit Commencement Date falls between or beyond those listed above.

Social Security level income annuity - The monthly benefit payable during the acceleration period is the sum of $700, plus the benefit that would otherwise be payable under the Single Life Annuity Form if the participant had not elected this Social Security level income annuity, adjusted for form of payment and reduced by the Actuarial Equivalent value of $700 payable monthly during the acceleration period.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section X: Technologies – KDI Precision Products

Plan Status

The plan benefits are frozen effective January 1, 1996.

Participation

Employees who are eligible to receive benefits under the Plan were employed by KDI Precision Products, Inc. on January 1, 1996 and had a frozen accrued benefit under the KDI Corporation Employee Retirement Benefit Plan as of December 31, 1984.

Normal Retirement Pension

Eligibility

Age 65

Benefit:

A monthly benefit amount equal to the past service benefit specified in the schedule applicable to a participant's group. Benefit Accruals were frozen for all the participants on January 1, 1996.

Early Retirement Pension

Eligibility

Age 55 and 10 years of employment with an affiliate

Benefit

Computed as for normal retirement based on early retirement date but reduced by 6% for each year by which the participant's benefit commencement date precedes normal retirement date.

Pre-Retirement Death Benefit

Eligibility

1 hour on or after August 23, 1984

Benefit

If the participant dies prior to retiring but is eligible for early retirement, the spouse is eligible to receive a benefit commencing immediately, calculated as though the participant had retired on the day before death and elected a 50% joint and survivor benefit. If a participant dies prior to retiring, his spouse is eligible to receive a benefit commencing on the first day of the month following the date the participant would have attained the earliest retirement age under the plan calculated as though the participant had elected to receive benefits starting at such age, had elected the 50% joint and survivor option, and had died.

Actuarial Equivalence

For purposes of converting a Straight Life Annuity to an optional form of benefit, actuarial equivalence is based on 1971 Group Annuity Mortality Table, projected to 1980 by scale E, with male rates set back one year (unisex) and a 7½ percent interest assumption.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section X: Technologies – KDI Precision Products (continued)

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Joint and 100% survivor annuity

Joint and 50% survivor annuity

Joint and 75% survivor annuity

Life annuity with certain period of 5 years

Life annuity with certain period of 10 years

Lump sum Benefit: Benefits with present value less than $5,000 are automatically cashed out. If present value of benefit is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum payment.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ

Plan Status

The plan is closed to new hires effective January 1, 2003. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Narda MITEQ was sold in 2021.

Participation

Age 21.

Credited Service

All service from date of hire to January 1, 2019.

Vesting Service

All service from date of hire.

Compensation

Annual base rate of cash compensation (including elective employee deferral of contributions made under any qualified retirement plan, salary continuation and Section 125 and 132(f)(4) elective payroll deduction contributions) actually paid by the employer. Excludes bonus, overtime, commission, incentive compensation. Final average compensation consists of the five consecutive 12-month periods, which produce the highest annual average during the 120-month period (or the number of months in which such an employee received compensation if less than 120), prior to the date, which he ceases employment. No additional Credited Service will be earned after December 31, 2018 but accruals due to pay increases will apply.

Normal Retirement Pension

Eligibility

Age 65

Benefit:

Frozen Benefit:

0.95% of final average compensation not in excess of covered compensation times years of pension service to a maximum of 30 years plus 1.5% of final average compensation in excess of covered compensation times years of Credited Service to a maximum of 30 years, ignores service after December 31, 2018.

Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ (continued)

Early Retirement Pension

Eligibility

Age 55 and 15 years of Vesting Service

Benefit

Annual pension benefit determined as of early retirement date, reduced 5% for each year of payment before normal retirement date.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Accrued pension payable at age 65. Employee may elect payment as early as age 55 with 15 years of service; in this case, payments are reduced in the same manner as for early retirement.

Pre-Retirement Death Benefit

Eligibility

5 years of service

Benefit

For married participants, an actuarially reduced benefit derived from the participant's accrued benefit under a 50% Joint and Survivor Option is payable at the later of (i) the first month following or coincident with the date of death, or (ii) the earliest retirement date under the Plan. Payments continue for the spouse's lifetime.

Disability Benefit

Eligibility

Earlier of 55 and 15 or 65 and 5

Benefit

Annual pension benefit is calculated as for early retirement substituting disability retirement date for early retirement date. Continued accrual for service occurs if the participant is in receipt of benefits from the long-term disability program. If the participant has at least 10 years of service, he will receive Credited Service for up to two years following termination due to disability with level compensation based on the rate prior to disability.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XI: Technologies – Narda MITEQ (continued)

Optional forms of benefit

Life annuity

Reduced joint and 100% survivor annuity – multiply Straight Life Annuity by 80% plus (or minus) 1% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Reduced joint and 50% survivor annuity - multiply Straight Life Annuity by 90% plus (or minus) 0.5% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Reduced joint and 75% survivor annuity - multiply Straight Life Annuity by 85% plus (or minus) 0.75% for each year (or part thereof) the Survivor is more than five years older (or younger) than the Participant. The factor can be no larger than 0.999.

Life annuity with certain period of 10 years - payments are 93% of equivalent Straight Life Annuity benefit.

Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefits is over $1,000 but less than $5,000, a lump sum is offered to the participant. If the present value is over $5,000 but less than or equal to $20,000, the participant can elect the lump sum, an immediate annuity, or a deferred annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II

Plan Status

Plan is closed to employees hired on or after October 31, 2005. Effective January 1, 2016, frozen accruals for certain highly compensated participants for Utah division; ongoing accruals for other participants in Utah division; frozen accruals for all participants in E&TS division. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

Only covers new participants after May 1, 1997.

Credited Service

All years of employment

Vesting Service

All years of employment

Compensation

Compensation paid by the employer including overtime, shift differential, overseas, performance-based bonuses plus Military pay for reserve duty, short term and long-term disability pay.

Integration Level

50% of the average of the last five Social Security wage bases.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Service through December 31, 2018:

1% of Compensation earned during each plan year up to the Integration level plus 1.35% of the excess of the Compensation over Integration Level multiplied by years of non-union Credited Service as of December 31, 2018.

For Service after December 31, 2018 and through December 31, 2019:

0.75% of Compensation earned during each year of non-union service.

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service.

Benefit

Accrued benefit determined as of Normal Retirement reduced by 6% per year preceding age 65, or 62 for a participant with 20 or more years of service.

Certain Highly Compensated Employees

Any participant who had “Section 415 earnings” (as defined in Section 5.5(d) of the L3 Technologies Master Savings Plan) in excess of $180,000 in 2014, ceased to accrue benefits under the Plan as of December 31, 2015. Any other participant who has “Section 415 earnings” in excess of $180,000 in any calendar year thereafter shall cease to accrue benefits under the plan as of December 31 of the immediately following calendar year. Any participant who ceases to accrue benefits under the provisions of this paragraph is referred to as a “Frozen HCE”.

Any Frozen HCE will resume accruing benefits under the Plan (and will cease to be treated as a Frozen HCE) on the first day of any calendar year following a calendar year in which the “Section 415 earnings” is less than $160,000. Service while a Frozen HCE will be treated as cumulative service under the Plan for determining early retirement.

The “Additional Death Benefit” will not be payable to a participant who is a Frozen HCE at the time of termination.

Deferred Vested Pension

Eligibility

5 years of Vesting Service

Benefit

Accrued pension payable at age 65. A benefit reduced by 6% per year is also payable as early as age 55.

Pre-Retirement Death Benefit

Eligibility

Participants with 5 years of Vesting Service.

Benefit

50% of benefit which would have been payable to the deceased participant under the 50% joint and survivorship annuity option. Benefits commence at the later of the participant's early retirement age or immediately.

Additional Post-Retirement Death Benefit.

Eligibility

Participants with 10 years of Vesting Service and terminated after the age of 55.

Benefit

$5,000

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XII: Communication Systems - West Utah II (continued)

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 75% survivor annuity - benefit is reduced by the factor equal to 88.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 96%.

Reduced Joint and 50% survivor annuity - benefit is reduced by the factor equal to 92% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 97.5%.

Reduced Joint and 100% survivor annuity- benefit is reduced by the factor equal to 85% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 95%

Social Security leveling option - adjustment optional form – projected Social Security benefit at age 62 is increased by the appropriate factor from the table below.

Years to 62	Factor
7	0.485
6	0.535
5	0.590
4	0.655
3	0.725
2	0.805
1	0.900

Life annuity with period certain guarantee of 10 years – benefit is reduced by the factor equal to 93.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65. The factor cannot exceed 98.5%.

Life annuity with period certain guarantee of 15 years - benefit is reduced by the factor equal to 88% plus / (minus) 1.0% for each year a participant is younger / (older) than 65. The factor cannot exceed 98%.

Lump Sum Benefits: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Actuarial Equivalence: For the lump sum and level income options, actuarial equivalence is based on 417(e) assumptions.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried

Plan Status

The plan is closed to employees hired on or after January 1, 2007. Effective December 31, 2019, all benefits accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

All employees who was an active participant in the prior plan immediately prior to January 1, 2007.

Credited Service

Full years and completed months of service from date of hire

Vesting Service

All years and fractions of years of employment are credited

Social Security Covered Compensation

The average of the Social Security taxable wage bases in 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.

Special Covered Compensations

For each year, Social Security Covered Compensation minus $3,192 (i.e., the difference between $18,000 and the Social Security Covered Compensation of an employee attaining age 65 in 1992).

Future Service Annuity

A Career Average benefit equal to 1.45% of the employee's compensation earned in each calendar year up to Special Covered Compensation, plus 1.90% of remaining compensation for the first 34 years of service (1.45% of all Compensation earned in each calendar year after service as of January 1 exceeds 34 years).

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of 1, 2 and 3:

(1) RIP Benefit Formula

Before January 1, 2019:

(a) 1.165% times the lesser of Earnings or Social Security Covered Compensation plus 1.500% times 1) Earnings in excess of Social Security Covered Compensation, if Credited Service under 35 years or 2) Earnings, if Credited Service in excess of 35 years.

After January 1, 2019 through December 31, 2019

(b) 0.75% times Earning per year

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

(2) GE Trans Ops Benefit Formula

Before January 1, 2019:

(a) A benefit equal to the sum of the GE Pension Plan benefit as of April 5, 1993 and Future Service Annuity. The GE Pension Plan benefit is payable as a life annuity with a period certain guarantee of 5 years. The Trans Ops formula is available to employees hired prior to December 31, 1994.

For Service after December 31, 2018 and through December 31, 2019:

(b) .75% times Earnings per year

(3) Minimum Benefit

$252 times Credited Service.

Compensation

Total Compensation paid by the Employing Company, including overtime, shift differential, commissions, lump sum merit payments, one half of executive Incentive Compensation, spot awards, supplemental Incentive Compensation, vacation pay, severance pay and education allowances, compensation contributed to Deferred Compensation Plan and to the Code Section 125 Plan.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

RIP Benefit Formula – Frozen Final Average Earnings for Service before January 1, 2011

The early retirement reduction factor is 7.0% per year beginning at age 60 for those retirees with five years of service at early retirement; the 7.0% rate is further reduced by 0.14% for each additional year of service at retirement in excess of five years, but not less than 3.5% per annum reduction.

RIP Benefit Formula – Career Average Accruals for Service after December 31, 2010

The early retirement reduction factor is 7.0% per year beginning at age 65.

GE Trans Ops Age 55 supplement for plan closing only

Eligibility

Age 55 - 60 and 15 years of Vesting Service.

Benefit

$540 per year until attainment of Social Security Retirement Age.

Deferred Vested Pension

Eligibility

5 years of Vesting Service

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

Benefit

RIP Benefit Formula – Frozen Final Average Earnings for Service before January 1, 2011

The reduction is 5.0% per year beginning at age 65 for those retirees with five years of service at early retirement; the 5.0% rate is further reduced by 0.10% for each additional year of service at retirement in excess of five years, but not less than 2.5% per annum reduction.

RIP Benefit Formula – Career Average Accruals for Service after December 31, 2010

The early retirement reduction factor is 7.0% per year beginning at age 65.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of Vesting Service.

Benefit

The surviving Spouse receives the greater of 75% of the benefit accrued to the date of death reduced by the appropriate early retirement and joint and survivor factors or 50% of the benefit accrued to date of death with no reduction. Payments are deferred to the early retirement date of the deceased Participant. Upon the death of an active Participant, other than a disabled Employee receiving long-term disability benefits, a lump sum equal to his/her last annual base rate of earnings.

Personal and Voluntary Accounts

Interest credited is the greater of (i) an annual rate established at the beginning of the plan year equal to the average 10-year contract maturity yield on U.S. Treasury Securities for the previous three years, and (ii) 120% of the Federal Mid Term Rate for the plan year. It is credited at the end of each month on the balance at the end of the previous month. Payable as an annuity or lump sum.

Actuarial Equivalence

Regular lump sums and level income: Based on PPA Lump Sum mortality table with the 417(e) rates at August lookback.

RCA lump sums – maximum of the following three annuities:

1. PPA Lump Sum mortality table with the 417(e) rates at August lookback
2. UP 1984 mortality table with PBGC lump sum annuity rates at August lookback
3. 1951 GAM mortality table at 7% interest

Life annuity with period certain guarantee of 5 years:

- Reduced by 1% if benefit is beginning between age 55 and age 59
- Reduced by 2% if benefit is beginning between age 60 and age 64
- Reduced by 3% if benefit is beginning on or after age 65
- Joint and 25% survivor annuity: 0.939+0.003(60-x)-0.004(x-y) but not > .999
- Joint and 50% survivor annuity: 0.885 +0.004(60-x)-0.005(x-y) but not > .999
- Joint and 75% survivor annuity: 0.837+0.005(60-x)-0.007(x-y) but not > .999
- Joint and 100% survivor annuity: 0.794+0.006(60-x)-0.008(x-y) but not > .999

Where x is participant's age at retirement and y is the beneficiary's age at retirement

All other optional forms: 1971 GAM mortality table at 5.5% interest

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIII: Communication Systems - East Salaried (continued)

Normal form of benefit

Single

Life annuity for the RIP Benefit and life annuity with a certain period of 5 years under GE Trans Ops Benefit.

Married

100% Qualified Joint and Survivor annuity with a pop-up annuity for first 5 years.

Optional forms of benefit

Life annuity

Reduced Joint and 50% survivor annuity

Reduced Joint and 75% survivor annuity

Reduced Joint and 100% survivor annuity

Life annuity with certain period of 5 years

Social Security level income annuity

Modified Annuity

RCA Lump Sum

Lump sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I

Plan Status

The plan is closed to employees hired on or after May 1, 1997. Effective January 1, 2016, frozen accruals for certain highly compensated participants for Utah division; ongoing accruals for other participants in Utah division; frozen accruals for all participants in E&TS division. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Participation

Eligible employees who were active participants in the prior plan immediately prior to May 1, 1997.

Credited Service

All years of employment

Vesting Service

All years of employment

Compensation

Compensation paid by the employer including overtime, shift differential, overseas, performance-based bonuses plus Military pay for reserve duty, short term and long-term disability pay.

Final Average Compensation (FAC)

5-year average compensation in the final 10-year period

Integration Level

50% of the average of the last five Social Security wage bases.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Service through December 31, 2019, the sum of (1), (2) and (3), but not less than (4)

(1) For Service through December 31, 1990: 1% of the lesser of FAC and Integration level plus 1.35% of the excess of FAC over Integration Level multiplied by years of non-union Credited Service as of December 31, 1990. Integration Level and FAC are determined as of December 31, 1990.

(2) For Service after December 31, 1990 and through December 31, 2018: 1% of Compensation earned during each plan year up to Integration Level plus 1.35% of the excess of FAC over the Integration Level multiplied by years of non-union Credited Service as of December 31, 2018. Integration Level and FAC are determined as of December 31, 2018.

(3) For Service after December 31, 2018 and through December 31, 2019: 0.75% of Compensation earned during each plan year.

(4) For Service through December 31, 1992: 1% of the lesser of FAC and the Integration Level plus 1.35% of the excess of the FAC over Integration Level multiplied by years of non-union Credited Service. Integration Level and Final Average Compensation are determined as of December 31, 1992.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I (continued)

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service.

Benefit

Accrued benefit determined as of Normal Retirement reduced by 6% per year preceding age 65, or 62 for a participant with 20 or more years of service.

Certain Highly Compensated Employees

Any participant who had “Section 415 earnings” (as defined in Section 5.5(d) of the L3 Technologies Master Savings Plan) in excess of $180,000 in 2014, ceased to accrue benefits under the Plan as of December 31, 2015. Any other participant who has “Section 415 earnings” in excess of $180,000 in any calendar year thereafter shall cease to accrue benefits under the Plan as of December 31 of the immediately following calendar year. Any participant who ceases to accrue benefits under the provisions of this paragraph is referred to as a “Frozen HCE”. Any Frozen HCE will resume accruing benefits under the Plan (and will cease to be treated as a Frozen HCE) on the first day of any calendar year following a calendar year in which the “Section 415 earnings” is less than $160,000. Service while a Frozen HCE will be treated as cumulative service under the Plan for determining early retirement.

The “Additional Death Benefit” will not be payable to a participant who is a Frozen HCE at the time of termination.

Deferred Vested Pension

Eligibility

5 years of Vesting Service

Benefit

Accrued pension payable at age 65. A benefit reduced by 6% per year is also payable as early as age 55.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of Vesting Service.

Benefit

50% of benefit which would have been payable to the deceased participant under the 50% joint and survivorship annuity option. Benefits commence at the later of the participant's early retirement age or immediately.

Additional Death Benefit.

Eligibility

Participants with 10 years of Vesting Service and terminated after the age of 55.

Benefit

$5,000

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIV: Communication Systems West - West Utah I (continued)

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

Life annuity

Reduced Joint and 50% survivor annuity- benefit is reduced by the factor equal to 92% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 97.5%.

Reduced Joint and 75% survivor annuity- benefit is reduced by the factor equal to 88.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 96%.

Reduced Joint and 100% survivor annuity- benefit is reduced by the factor equal to 85% plus / (minus) 0.5% for each year a participant is younger / (older) than 65 plus / (minus) 0.5% for each year the beneficiary is older / (younger) than the participant. The factor cannot exceed 95%.

Life annuity with certain period of 10 years- benefit is reduced by the factor equal to 93.5% plus / (minus) 0.5% for each year a participant is younger / (older) than 65. The factor cannot exceed 98.5%.

Life annuity with certain period of 15 years- benefit is reduced by the factor equal to 88% plus / (minus) 1.0% for each year a participant is younger / (older) than 65. The factor cannot exceed 98%.

Social Security level income annuity- projected Social Security benefit at age 62 is increased by the appropriate factor from the table below.

Years to 62	Factor
7	0.485
6	0.535
5	0.590
4	0.655
3	0.725
2	0.805
1	0.900

Lump sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent. If the present value of the benefit is greater than $5,000 but less than or equal to $20,000, the participant may elect to receive a lump sum or an annuity.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon Salaried

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of December 31, 2019, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Final Average Earnings (FAE)

Average of the highest consecutive 60 months of compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019: The greater of:

(1) 1.8% x years of service up to 20 x FAE over Social Security benefit + 1.2% x years of service over 20 x excess of FAE over Social Security benefit.

(2) $492 per year of the participation service.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service.

Benefit

For portion of benefit as of December 31, 2019, 7% reduction for each year retirement precedes age 60.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit.

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 55 with 10 years of service.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems Raytheon Salaried (continued)

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of participation through December 31, 2018. Service frozen thereafter.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 years
(6) Social Security level income annuity
(7) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

Joint and 50% survivor annuity: 0.90 + 0.005 * (y – x) but not > 0.999

Joint and 75% survivor annuity: 0.85 + 0.0075 * (y – x) but not > 0.999

Joint and 100% survivor annuity: 0.80 + 0.01 * (y – x) but not > 0.999

Where “x” is the participant’s age at retirement and “y” is the beneficiary’s age at retirement.

All other forms: UP 1984 Table with the PBGC interest rate that is in effect for the period commencing two months prior to the actual retirement date.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - Raytheon TI

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of December 31, 2019, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and hazard pay.

Average Credited Earnings (ACE)

Average of highest 5 consecutive calendar years of compensation.

Final Average Earnings (FAE)

The lesser of (a) average compensation for the 3-year period up to the year of termination (not more than the Social Security wage base) and (b) the average of Social Security wage bases during 35 years up to participant's Social Security Retirement Age.

Retirement Age Factor (RAF)

For employees born before 1938: 0.75%; between 1938 and 1954: 0.70%; after 1954: 0.65%

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Frozen Benefit as of December 31, 2019: The greater of:

(1) 1.5% x years of service x ACE offset by RAF x FAE x years of projected service at NRA (not more than 35) x ratio of service at termination to projected service at NRA (not to exceed 1)

(2) $84 x years of service.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - Raytheon TI (continued)

Early Retirement Pension

Eligibility

Age 60 and 5 years of service; or age 55 and 20 years of service.

Benefit

For portion of benefit as of December 31, 2019, 1/3% reduction for each of the first 60 months prior to age 65; 7/24% reduction for each of the next 60 months. Different factors apply to offset.

Disability Benefit

Eligibility

Disabled employees with 5 or more years of service.

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 60.

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, equal to participation service (without age requirement of prior TI plan) through December 31, 2018; service frozen thereafter.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - Raytheon TI (continued)

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 5 or 10 years
(6) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.
(7) Section XV: Integrated Systems - Raytheon TI (continued)

Actuarial Equivalence

UP 1984 Table with the PBGC interest rate at the first month of the plan year for all optional forms.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Waco

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of December 31, 2019, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 180 months.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Frozen Benefit as of December 31, 2019:

1% x AMC x years of benefit service up to 35 + 0.4% of AMC in excess of 150% of Covered Compensation x years of benefit service up to 35.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 60 and 10 years of service.

Benefit

For portion of benefit as of December 31, 2019, 6% reduction for each year retirement precedes age 62.

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 60 and 10 years of service.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Waco (continued)

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire after January 1, 1990 through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

1983 Group Annuity Mortality Table (70/30) at 9.00% interest rate for all optional forms.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Richardson

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of December 31, 2019, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019:

1.2% x AMC x years of benefit service up to 10 + 1.6% of AMC x years of benefit service over 10, not less than $144 times years of benefit service

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 (age 52 if terminated due to layoff) and 10 years of service.

Benefit

Amount for portion of benefit frozen as of December 31, 2019:

Age	Rates
55	75%
56	84%
57	91%
58	96%
59	99%
60	100%

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Richardson (continued)

Deferred Vested Pension

Eligibility

5 years of service for frozen benefit as of December 31, 2019; 3 years of service for ongoing cash balance benefit

Benefit

Eligible for unreduced pension at age 65 and reduced pension at age 55 and 10 years of service.

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire after January 1, 1990 through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity with period certain guarantee of 5 years.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Reduced Joint and 50% survivor annuity
(2) Reduced Joint and 75% survivor annuity
(3) Reduced Joint and 100% survivor annuity
(4) Life annuity with certain period of 5 or 10 years
(5) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

GA71 mortality table (50/50) at 7% interest rate for all optional forms.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Salaried

Plan Status

Closed to new hires effective January 1, 2007. Benefits accruals frozen as of December 31, 2019, but certain participants will accrue under a cash balance formula.

Prior Raytheon Service

Benefits are based on the total service under the prior plan to January 1, 2019. However, benefits will be offset by the accrued benefit under the prior plan at the date of acquisition.

Compensation

Base pay, incentive pay, overtime pay, and commission.

Average Monthly Compensation (AMC)

Average of highest consecutive 60 months of Compensation out of last 120 months.

Normal Retirement Pension

Eligibility

Age 65.

Frozen Benefit as of December 31, 2019:

1.2% x AMC x years of benefit service up to 10 + 1.6% of AMC x years of benefit service over 10, not less than $144 times years of benefit service.

Ongoing Cash Balance Benefit:

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 10 years of service.

Benefit

Amount for portion of benefit frozen as of December 31, 2019:

Age	Rates
55	75%
56	84%
57	91%
58	96%
59	99%
60	100%

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Salaried (continued)

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service.

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age.

Deferred Vested Pension

Eligibility

5 years of service

Benefit

Eligible for unreduced pension for married participants at age 65 and reduced pension at age 55 and 10 years of service

Pre-Retirement Death Benefit

Eligibility

All married participants are eligible.

Benefit

Surviving spouse eligible to receive benefit payable if participant had terminated on date of death and commenced payment as 50% joint and survivor annuity and then died.

Benefit Credit

For portion of benefit frozen as of December 31, 2019, from date of hire through December 31, 2018; service frozen thereafter

Normal form of benefit

Single

Life annuity with period certain guarantee of 5 years.

Married

Reduced joint and 50% survivor annuity.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XV: Integrated Systems - E-Systems Salaried (continued)

Optional forms of benefit

(1) Reduced Joint and 50% survivor annuity
(2) Reduced Joint and 75% survivor annuity
(3) Reduced Joint and 100% survivor annuity
(4) Life annuity with certain period of 5 or 10 years
(5) Lump sum; Benefits with present value less than or equal to $1,000 are automatically cashed out. If the present value of the benefit is greater than $1,000 but less than or equal to $5,000, a lump sum is offered to the participant. If the present value of the benefit is greater than $5,000, but less than or equal to $20,000, the participant may elect to receive a lump sum, an immediate annuity, or a deferred annuity.

Actuarial Equivalence

GA71 mortality table (50/50) at 7% interest rate for all optional forms.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPB

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Link was sold in 2021.

Participation

All employees included in the asset transfer between L3 Communications Corporation and Raytheon Company on February 10, 2000. All new employees are subject to a participation required of 1 year of vesting service.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Covered Compensation

The average of the Social Security taxable wage bases in 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

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

1.5% of FAC multiplied by years of Benefit Service (not in excess of 35 years)

Minus

0.6% of Covered Compensation (not in excess of FAC) multiplied by years of Benefit Service (not in excess of 35 years)

Plus

0.5% of FAC times Benefit Service in excess of 35 years

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPB (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service.

Benefit

Accrued benefit determined as for Normal Retirement reduced by the lesser of 6% per year preceding the Social Security Normal Retirement Age and Actuarial equivalence using an 80%/20% mortality blend of male/female GAM1971 and the PBGC immediate interest rate. Unreduced early retirement available if retired within three years prior to Social Security Normal Retirement Age and has ten years of continuous service.

Deferred Vested Pension

Eligibility

5 years of Vesting Service

Benefit

Accrued pension payable at age 65. A reduced benefit is also payable as early as age 55.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of Vesting Service.

Benefit

For death prior to age 55, the benefit payable to the spouse under the 50% Joint and Survivor option as if the participant terminated prior to death, survived to earliest retirement age, retired, and died.

For participants age 55 or older, the benefit payable to the spouse under the 100% Joint and Survivor option as if the participant retired immediately prior to death.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPB (continued)

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 years
(6) Social Security level income annuity
(7) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

Optional Form: Honeywell – 71 GAM Male setback 1 year and interest rate of 7.0%.

Others – 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.

Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPA

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Link was sold in 2021.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, and commission

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Rule of 75

Age plus service equals 75.

Normal Retirement Pension

Eligibility

Age 65. Mandatory contributions of 3% of earnings are required for participation.

Benefit

The greatest of (1), (2), and (3):

(1) Accrued Benefit through December 31, 1975 (not less than 1/24 of Participant contributions as of December 31, 1985) plus 1% of the first $3,600 of compensation and 2% of compensation in excess of $3,600 for each plan year after year 1975.

(2) ($156 plus 0.5% of FAC) multiplied by Benefit Service.

(3) 1.75% of FAC multiplied by Benefit Service offset by the product of:

a. 1.50%

b. Primary Insurance Amount

c. Benefit Service up to a maximum of 33 1/3 years

d. Fraction of Benefits Accrual service over Total Benefit Service

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPA (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of Vesting Service.

Benefit

Actuarial equivalent of Normal Retirement Benefit. Unreduced benefit under Rule of 75. Accrued Benefit under (3) is calculated under project-then-prorate method.

Normal form of benefit

Single

Life annuity with COLA limited to 4%.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity with COLA limited to 4%
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 or 15 years
(6) 5-year certain only annuity
(7) Social Security level income annuity
(8) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

Optional Form: 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.
Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPD

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Link was sold in 2021.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, and commission.

Final Average Compensation

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greatest of (1), (2), and (3):

(1) 1.33% of Final Average Compensation multiplied by Benefit Service up to 40 years

(2) $312 times total Benefit Service

(3) Accrued Benefit as of December 31, 1988 plus 1.75% of the first $23,400 of compensation and 2% of compensation in excess of $23,400 for each plan year for first 35 years of continuous service through December 31, 2018 plus 2% of Compensation after 35 years of continuous service through December 31, 2018.

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - NRPD (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service.

Benefit

Actuarial equivalent of accrued benefit payable at age 65. Accrued Benefit reduced by 2.5% per year preceding age 62 unless certain conditions are met.

Normal form of benefit

Single

Life annuity.

Married

Life annuity.

Optional forms of benefit

(1) Life annuity

(2) Lump sum: If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

Optional Form: 7%, UP84 (for J&S, participant UP84 and beneficiary UP84 with setback 3 years).
Lump Sum: PPA Lump Sum Mortality table with the 417(e) rates at August lookback.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - ESYS, CTAS, ESI

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Link was sold in 2021.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base, incentive, overtime and military training pay, commission, holiday, bereavement, and jury duty

Average Monthly Compensation (AMC)

Average of highest 60 consecutive calendar months out of last 120 months.

Final Average Compensation (FAC)

Average of highest 60 consecutive calendar months out of last 180 months.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of Vesting Service.

Benefit

Amount:

(1) Step-Up formula: 1.2% x AMC x Benefit Service up to 10 + 1.6% x AMC x Benefit Service over 10, not less than $12 times years of Benefit Service (for all service of E-Systems Salaried and only post-1996 service of E-Systems Richardson/Waco).

(2) Excess Formula: 1% of FAC times Benefit Service up to 35 plus 0.4% of FAC in excess of 150% of Covered Compensation times Benefit Service up to 35 (only for pre-1997 service of E-Systems Richardson/Waco).

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - ESYS, CTAS, ESI (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service.

Benefit

Age	Step-Up Formula	Excess Formula
55	75%	58%
56	84%	64%
57	91%	70%
58	96%	76%
59	99%	82%
60	100%	88%
61	100%	94%
62	100%	100%

Deferred Vested Pension

Eligibility

5 years of Besting Service

Benefit

Regular pension accrued payable at age 65 (reduced pension at 55 with 10 years of service). 100% vested after 5 years of vesting service

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of vesting service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age

Normal form of benefit

Single

Life annuity with certain period of 5 years

Married

Reduced joint and 50% survivor annuity.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - ESYS, CTAS, ESI (continued)

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 5 or 10 years
(6) Lump sum: Benefits with present value less than $1,000 are automatically cashed out. If the present value is $1,000 or more, but less than $5,000, the participant can defer the lump sum to a date not later than Normal Retirement Age. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

E-SYS: 7% interest rate and the 1971 Group Annuity Mortality Table, projected by Scale D to 1975, using a unisex rate that is 50% male and 50% female.

CTAS, ESI: 9% interest rate and the 1983 Group Annuity Mortality Table, using a unisex rate that is 70% male and 30% female.

Lump sums are valued based on interest rates prescribed by 417(e) at August lookback and the mandated mortality table.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - CAEL

Plan Status

Link was sold in 2021.

Vesting Service

All years of employment

Normal Retirement Pension

Eligibility
Age 65.

Benefit
Frozen Account Balance growing at the rate of the Minimum Adjustment Percentage (annually adjusted Plan interest rate) and converted to an annuity on the Distribution Date.

Cash Balance Benefit
1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility
Age 55 with 5 years of Vesting Service

Benefit
Actuarial equivalent of Normal Retirement Benefit

Normal form of benefit

Single
Life annuity

Married
Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 years
(6) Lump sum

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVI: Link - CAEL (continued)

Actuarial Equivalence

Life annuity: 1983 GAM Mortality Table (male rates only) with 1% + annual yield of ten-year Treasury Notes on weekly average basis for the week preceding the last business day 1 month prior to the start of the Fiscal Year.

Reduced Joint and 50% survivor annuity:

	Participant's Age minus Beneficiary's Age		
Employee's Age	Less than -7.0	Between -7.0 and +7.0	More than +7.0
40 and below	0.990	0.990	0.990
40-55	0.945	0.955	0.965
55-65	0.890	0.915	0.940
65-70	0.840	0.890	0.940
70 and above	0.810	0.870	0.930

Reduced Joint and 100% survivor annuity:

	Participant's Age minus Beneficiary's Age		
Employee's Age	Less than -7.0	Between -7.0 and +7.0	More than +7.0
40 and below	0.975	0.975	0.975
40-55	0.895	0.915	0.935
55-65	0.820	0.8555	0.890
65-70	0.740	0.800	0.860
70 and above	0.680	0.760	0.840

Lump Sum: The greater of the participant's account balance at distribution date and the participant's account balance converted to a life annuity then converted back to a lump sum using PPA Lump Sum Mortality Table with the 417(e) rates at August lookback.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products - RTIS

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula. Link was sold in 2021.

Benefit Service

All years of employment prior to January 1, 2019

Vesting Service

All years of employment

Compensation

Base pay, incentive pay, overtime pay, sales bonuses, hazard pay

Retirement Age Factor

For employees born before 1938: 0.75%; from 1938 to 1954: 0.70%; after 1954: 0.65%

Average Credited Earnings (ACE)

Average of highest 5 consecutive calendar years

Final Average Compensation (FAC)

The lesser of:

(a) Average compensation for the 3-year period up to the year of termination (not more than Social Security wage base).

(b) The average of Social Security wage bases during 35 years up to participant's Social Security Retirement Age.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products - RTIS (continued)

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of:

(1) 1.5% x Benefit Service x ACE offset by Retirement Age Factor x FAC x years of projected service at NRA (not more than 35) x ratio of service at termination to projected service at NRA (not to exceed 1).

(2) $84 per year of Benefit Service.

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 60 with 5 years of service or age 55 with 20 years of service.

Benefit

Normal Retirement Pension reduced by 1/3% for each of the first 60 months prior to age 65; 7/24% reduction for each of the next 60 months. Different factors apply to offset.

Deferred Vested Pension

Eligibility

5 years of Vesting Service.

Benefit

Regular pension accrued payable at age 65 (reduced pension at 60). 100% vested after 5 years of Vesting Service.

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of Vesting Service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Disability Benefit

Eligibility

Disabled employees with 10 or more years of service.

Benefit

Annuity deferred to Normal Retirement Age computed based on compensation at the time of disability and service projected to Normal Retirement Age.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products - RTIS (continued)

Normal form of benefit

Single

Life annuity

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity

(2) Reduced Joint and 50% survivor annuity

(3) Reduced Joint and 75% survivor annuity

(4) Reduced Joint and 100% survivor annuity

(5) Life annuity with certain period of 10 years

(6) Lump sum: Benefits with present value less than $1,000 are automatically cashed out. If the present value is $1,000 or more, but less than $5,000, the participant can defer the lump sum to a date not later than Normal Retirement Age. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

Actuarial Equivalence

UP-1984 Mortality Table without setback for calculations based upon the mortality of the employee and with a three-year setback for any beneficiaries or other contingent payees and the interest rate which would be used during the first month of the Plan Year by the PBGC for purposes of determining the single sum value of the lump-sum distribution on Plan termination. Lump sums are valued based on interest rates prescribed by 417(e) at August lookback and the mandated mortality table.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link - Infrared Products - RCP, RSAL

Plan Status

The plan is closed to employees hired on or after January 1, 2007. For all non-contributory groups, no additional service accruals will occur after December 31, 2018. Accruals due to pay increases will continue to apply after January 1, 2019. Effective December 31, 2019, benefit accruals under the prior formula have been frozen. Certain participants will accrue under a cash balance formula.

Benefit Service

From date of participation through December 31, 2018

Vesting Service

All years of employment

Compensation

Regular base pay plus bonuses, incentive pay, overtime pay and commissions, holiday, bereavement, jury duty and military training pay

Final Average Compensation (FAC)

Average of the five highest of last ten qualifying twelve Accounting Month periods.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

The greater of:

(1) 1.8% x Benefit Service up to 20 x excess of FAC over Social Security Benefit + 1.2% x Benefit Service over 20 x excess of FAC over Social Security benefit.

(2) Link Simulation & Training: $348 per year of benefit service plus 20% of employee contributions

Infrared Products: $492 per year of benefit service

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000. Compensation for this purpose generally includes base pay, incentive pay, overtime pay, and commission.

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service.

Benefit

7% reduction of Normal Retirement Pension for each year retirement precedes age 60

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link Infrared - RCP, RSAL (continued)

Deferred Vested Pension

Eligibility

5 years of Vesting Service

Benefit

Regular pension accrued payable at age 65 (reduced pension at 55 with 10 years of service). 100% vested after 5 years of Vesting Service

Pre-Retirement Death Benefit

Eligibility

Married participants with 5 years of Vesting Service.

Benefit

Surviving spouse eligible to receive benefit payable as if participant had terminated on date of death and commenced payment as 50% Joint and Survivor annuity and then died.

Normal form of benefit

Single

Life annuity

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 50% survivor annuity
(3) Reduced Joint and 75% survivor annuity
(4) Reduced Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 years
(6) Social Security level income annuity
(7) Lump sum: Benefits with present value less than $5,000 are automatically cashed out. If the present value is $5,000 or more, but less than $20,000, the participant has the option to receive a lump sum.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVII: Link Infrared - RCP, RSAL (continued)

Actuarial Equivalence

Lump Sum: PPA Lump Sum Mortality Table with the 417(e) rates at August lookback.

Joint and Survivor: 0.900 – 0.005 * (x – y) but not > 1.0, where “x” is the participant’s age at retirement and “y” is the beneficiary’s age at retirement.

10 Year Certain and Life:

Age	Reduction
55	0.972
56	0.969
57	0.966
58	0.963
59	0.960
60	0.955
61	0.950
62	0.940
63	0.930
64	0.920
65 and above	0.910

All other optional forms: 1971 GAM mortality 80% Male / 20% Female using the PBGC immediate interest rate.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVIII: Electrodynamics

Eligibility for participation

21 years of age and 1 year of service. Due to facility shutdown in 2015, there are no further benefit accruals.

Credited Service

Full years and completed months of service from date of participation.

Vesting Service

All years of employment are credited. A year is credited for any plan year in which the employee works 1,000 or more hours.

Compensation

All wages, salaries and fees actually paid or includable in gross income, includes commissions, elected deferrals under 402(g)(3), and Code Section 125 and 457 elections. Excludes deferred compensation amounts not includable in gross income, distributions from a deferred compensation plan and stock options.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of Vesting Service.

Basic Monthly Benefit

(1) Benefit accrued to December 31, 1971, based on Compensation, Credited Service, and employee contributions as of that date; plus

(2) Effective January 1, 1972 through December 31, 1985, 1-1/2% of annual compensation between $1,000 and $9,000 for each year of Credited Service; plus

(3) Effective January 1, 1986 through December 31, 1988, 1-1/2% of annual compensation up to $9,000 for each year of Credited Service; plus

(4) Effective January 1, 1989, 1-1/2% of annual compensation up to $10,000 for each year of Credited Service; plus

(5) Effective January 1, 1972 through December 31, 1988, 1-3/4% of compensation in excess of $9,000 for each year of Credited Service during which the employee elects to make contributions to the plan; plus

(6) Effective January 1, 1989, 1-3/4% of compensation in excess of $10,000 for each year of Credited Service during which the employee elects to make contributions to the plan.

Total benefit is subject to a minimum benefit of $4.00 per month multiplied by years of Credited Service.

Early Retirement Pension

Eligibility

Age 55 and 10 years of Vesting Service

Benefit

Normal pension accrued reduced by 6% per year to age 60 and 5% per year to age 55.

Deferred Vested Pension

Eligibility

5 years of Vesting Service

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XVIII: Electrodynamics (continued)

Benefit

100% of accrued normal retirement benefit based on Annual Earnings, Credited Service, and employee contributions at date of termination. Benefit is payable from age 65. Employee may elect payment as early as age 55, with 10 years of Vesting Service; in this case payments are reduced in the same way as at early retirement. If participant is not vested at termination, employee contributions with interest may be withdrawn.

Disability Retirement Pension

Eligibility

Total and permanent disability after 15 years of Vesting Service.

Benefit

Accrued Normal Retirement Benefit based on Benefit Accrual Service to date of disability. Payments begin on the first day of the seventh calendar month after total and permanent disability begins.

Pre-Retirement Death Benefit

Eligibility

Death of participant after becoming eligible for vested benefit.

Benefit

An amount equal to the benefit derived from the participant's accrued benefit under a 50% Joint and Survivor Option is payable at the later of (i) the first of the month following or coincident with date of death, or (ii) the earliest retirement date under the Plan. Payments continue for the spouse's lifetime.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Reduced Joint and 25% survivor annuity
(3) Reduced Joint and 50% survivor annuity
(4) Reduced Joint and 75% survivor annuity
(5) Reduced Joint and 100% survivor annuity
(6) Life annuity with certain period of 5, 10, 15, or 20 years
(7) Lump sum; Benefits with present value less than $5,000 are automatically cashed out

Contributions

4% of pay in excess of $10,000; elective.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIX: Aviation Products I

Plan Status

Plan is frozen for all employees effective January 1, 2006.

Groups Covered

Employees of L3 Telemetry & Instrumentation hired before July 1, 1994 and Employees of L3 Aviation Products hired before May 1, 1996.

Participation

1 year of service.

Credited Service

From participation through December 31, 2005. Participants at Telemetry and Instrumentation division do not accrue future service benefits effective July 1, 1994. All other participants do not accrue future benefits effective January 1, 2006.

Vesting Service

Vesting Service begins immediately after hire.

Earnings

Earnings include all wages, bonuses and overtime compensation.

Normal Retirement Pension

Eligibility
: Age 65.

Benefit
: For each year of participation beginning January 1, 1989, 1.5% of Earnings for the first 15 years of Vesting Service plus 2% of Earnings for Vesting Service after 15 years. Benefits for service before January 1, 1989 are based on prior plans in effect.

Standard Early Retirement Pension

Eligibility
: Age 55

Benefit
: Normal retirement accrued benefit reduced by 4% for each of the first 5 years and 3% for each of the next 5 years prior to age 65.

Special Early Retirement Pension

Eligibility
: Age 50 and 20 years of service

Benefit
: Normal retirement accrued benefit reduced by 4% per year for each year that the sum of age plus Vesting Service (capped at 30 years) is less than 85. There is no reduction if participant is at least age 55 and the sum of age plus service equals or exceeds 85.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XIX: Aviation Products I (continued)

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Accrued normal retirement benefit payable at age 65 or as early as age 55 based on standard early retirement reductions.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

50% of benefit employee would have received had he/she retired the day before he/she died and elected the joint and survivor option payable immediately. If the employee was younger than age 55 at the time of death, the amount payable is the actuarial equivalent of the benefit that would have been payable at age 55.

Normal form of benefit

Single

Life annuity.

Married

Joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Joint and 100% survivor annuity
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Social Security level income annuity
(8) Lump sum; less than or equal to $20,000

Actuarial Equivalence

Lump Sum and Social Security level income annuity provides an actuarially equivalent benefit based on the assumptions required by IRC Section 417(e). The other optional forms of benefit are based on 7% annual rate of interest and the 1984 Unisex Pension Mortality Table rated back three years.

Summary of Changes from the January 1, 2024 Valuation

None.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program A

Plan Status

Effective August 31, 2004, benefit accruals have been frozen.

Covered Employees

Each employee who is not an Aerojet employee included in a collective bargaining unit to whom the benefits of the plan have been made available by agreement between the Company and the collective bargaining unit is eligible to participate in the plan provided the employee is not covered by another pension Program of Aerojet Rocketdyne. After August 31, 2004, there are no Aerojet Rocketdyne employees eligible to accrue benefits under Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan “Program A”. This Program also includes all RKO Salaried and Hourly Employees.

Participation Date

Date of becoming a covered employee.

Credited Service

Years and full months of service as a covered employee. Credited Service is determined from an individual’s period of continuous employment (subject to certain enumerated exceptions). Partial years are computed in twelfths to the nearest full calendar month.

Vesting Service

Years and partial months of service as a covered employee.

Benefit Rate Table

Location	Normal Benefit	Death Benefit
Ada	$5.75	$0.00
Ashtabula	$14.50	$0.00
Jonesboro	$2.00	$0.00
Lawrence	$15.00	$1,750.00
Reading	$14.00	$0.00
Toledo Point	$15.00	$0.00
Logansport	$20.50	$2,250.00
Marion-FRP & VS	$20.00 - $24.00	$2,000.00
Batesville	$23.00	$2,500.00
Wabash Plant	$28.00	$2,000.00
Peru	$19.50	$1,500.00
Cuba	$7.50	$0.00
Evansville	$20.50	$0.00
Ft. Smith	$17.00	$2,000.00
Phoenix	$12.00	$0.00

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program A (continued)

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

The product of the appropriate benefit rate(s) (refer to Benefit Rate Table above for a list of benefit rates by location) and years of Credited Service. The accrued benefits for RKO Salaried and Hourly employees are as provided in the census data.

Regular Early Retirement Pension

Eligibility

Age 55 (before age 62) and 10 years of Credited Service (before 30 years of Credited Service)

Benefit

Normal retirement pension accrued, reduced by 0.40% per month for each full month that benefit commencement date precedes the individual's 62nd birthday.

Special Early Retirement Pension

Eligibility

Age 62 and 10 years of Credited Service.

Benefit

Normal retirement pension accrued without reduction.

"55/30" Early Retirement Pension

Eligibility

Age 55 and 30 years of Credited Service.

Benefit

Normal retirement pension accrued without reduction, plus a supplement payable to age 62. The supplement is equal to the excess of the applicable amount set forth in the Plan (which ranges from $645 to $1,565 depending on age and years of Credited Service at time of termination) over the individual's accrued monthly pension.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program A (continued)

"30" Early Retirement Pension

Eligibility

For Division 611 – Wabash Vehicle Sealing, 30 years of Credited Service

Benefit

Normal retirement pension accrued. If Vesting Service at date of termination is less than 10 years or employment terminated prior to attaining age 55, the unenhanced early retirement reduction factors are:

Age	Factor
55	0.3963
56	0.4313
57	0.4700
58	0.5130
59	0.5609
60	0.6145
61	0.6744
62	0.7417
63	0.8175
64	0.9031

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement date and after age 55 using the unenhanced ERFs listed in section "30" Early Retirement Pension above.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and for payment as early as the participant's 55th birthday. The benefit payable to a qualified surviving spouse shall be computed based upon the age and life expectancy of such spouse as of the date of distribution.

Spouse will receive a five-year certain and life annuity if death occurs before normal retirement date and on or after both attaining age 62 and the participant having completed ten years of Credited Service.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program A (continued)

Post-Retirement Lump Sum Death Benefit

Eligibility

In receipt of normal, early, special early, or disability benefits at certain locations only.

Benefit

A single lump sum payable to the qualified surviving spouse.

Normal form of benefit

Single

5-year certain and life annuity, for all participants excluding a portion of the group including RKO salaried participants and some hourly locations that have a life annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Optional forms of benefit

(1) Joint and 100% survivor annuity with certain period of 5 years
(2) Joint and 50% survivor annuity with certain period of 5 years
(3) Joint and 75% survivor annuity with certain period of 5 years
(4) Life annuity with certain period of 10 years
(5) Life annuity with certain period of 15 years
(6) Life annuity with certain period of 20 years
(7) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to their Normal Retirement Age without the participant's consent.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program B

Plan Status

Effective February 1, 2009, benefit accruals have been frozen.

Covered Employees

All Aerojet Rocketdyne Holdings, Inc. salaried employees “Program B”, excluding those who are covered by a collective bargaining agreement or those who are concurrently covered by another Program of the Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan.

Participation Date

Date of hire.

Credited Service

Years and full months of service as a covered employee.

Vesting Service

Years and partial months of service as a covered employee.

Annual Plan Compensation

The compensation used for determining pension plan benefits. Generally, it includes wages, salary, overtime pay, year-end payments or bonuses, vacation and sick pay, shift differentials, and amounts deferred under Code Section 401(k), Code Section 125, and the Deferred Bonus Plan of Aerojet Rocketdyne Holdings, Inc. and Participating Subsidiaries.

Final Average Earnings

Effective October 1, 1999, Final Average Earnings is the highest average monthly Plan Compensation determined over any 60 consecutive month period beginning 60 calendar months prior to October 1, 1999 and ending prior to the earlier of (1) your last day worked or (2) the Freeze Date. For participants who left the Company or an Affiliated Company prior to October 1, 1999, the Final Average Earnings is the highest average compensation over 5 continuous Plan Years (5-year average).

Average Social Security Wage Base (ASSWB)

For benefit calculations under this Program, the Average Social Security Wage Base (ASSWB) for any Plan Year is the 35-year average of the Social Security Taxable Wage Bases ending with the calendar year containing the beginning of the Plan Year. The ASSWB is determined as of the earlier of (1) your last day worked under Program B or (2) the Freeze Date.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program B (continued)

Monthly Pension Benefit

Generally, the maximum of (A) or (B) or (C), minus (D) where:

(A) One-twelfth of the sum of

a. For each of the first 35 years of Credited Service, 1.625% of the lesser of Annual Plan Compensation and ASSWB. ASSWB pro-rated for less than a full year of service, for each year of Credited Service;

b. For each of the first 35 years of Credited Service, 2% of the excess of Annual Plan Compensation over ASSWB. ASSWB pro-rated for less than a full year of service, for each year of Credited Service, with total Credited Service not more than 35; and

c. 2% of Annual Plan Compensation for each year of Credited Service over 35; or

(B) One-twelfth of the sum of

a. 1.125% of the lesser of the Final Average Earnings and ASSWB, times years of Credited Service, with total Credited Service not more than 35;

b. 1.5% of the excess of Final Average Earnings over ASSWB, times years of Credited Service, with total credited service not more than 35; and

c. 1.5% of Final Average Earnings times years of Credited Service over 35; or

(C) Applicable benefit rate (by location) times years of Credited Service (see Benefit Rate Table under Program A).

(D) Participant's expected monthly pension benefits derived from their employer-purchased pre-1972 shares under the Company's profit-sharing plan.

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program B (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of service. An early retirement benefit is available for the benefit under (C) in Monthly Pension Benefit above at certain locations (AR Headquarters) after completing thirty years of Vesting Service. Certain participants under special early retirement incentive programs are eligible for retirement at age 50 or after 30 years of service.

Benefit

A. Vested Participants who:

a. have less than 10 years of Vesting Service; or

b. terminate employment prior to attaining age 55;

are eligible for the Early Retirement Reduction Factors in Table A below for determination of the reduction of the age 65 (Normal Retirement Pension). Participants can continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

Table A – Early Retirement Reduction Factors (ERF)

Age	ERF, for hire date prior to 12/1/1992	ERF, for hire date on or after 12/1/1992
55	0.3963	0.3490
56	0.4313	0.3860
57	0.4700	0.4260
58	0.5130	0.4710
59	0.5609	0.5220
60	0.6145	0.5790
61	0.6744	0.6430
62	0.7417	0.7160
63	0.8175	0.7990
64	0.9031	0.8930
65	1.0000	1.0000

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program B (continued)

B. Vested Participants who:
   a. terminate employment on or after age 55 under this Program; and
   b. have 10 or more years of Vesting Service (5 years if hired prior to 12/1/1992 at Aerojet General) (including service with any affiliated company); or
   c. qualify with 30 years of service for an unreduced early retirement benefit; are eligible for the Enhanced Early Retirement Reduction Factors in Table B Below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants can continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

Table B – Enhanced Early Retirement Reduction Factors

Age	Enhanced Early Retirement Reduction Factors
55	0.664
56	0.712
57	0.760
58	0.808
59	0.856
60	0.904
61	0.952
62	1.000
63	1.000
64	1.000
65	1.000

Special pension benefits are payable to participants at certain locations, whose retirement is prior to age 62 and after completing thirty years of Vesting Service

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement date and after attaining age 55 using the ERFs listed in Early Retirement Pension above.

Disability

Eligibility

Permanent and total disability occurs prior to age 65, and the participant is eligible to receive a Social Security disability benefit.

Benefit

Monthly pension benefit determined as of normal retirement date based on the Credited Service up to Freeze Date or the date total and permanent disability ends, if earlier.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program B (continued)

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Change-in-Control Benefit

Eligibility

Certain active participants, appointed by the Company, eligible for plan provisions triggered on March 5, 2008 and May 15, 2008. No participant may be eligible to receive a change-in-control benefit more than once.

Benefit

Monthly accrued benefit with an additional five years of vesting and Credited Service; and additional five years of age applied to determine eligibility for early retirement provisions.

Normal form of benefit

Single

5-year certain and life annuity for terminated participants prior to 12/1/1992. Single life annuity for other participants.

Married

Actuarially Reduced 50% joint and survivor annuity.

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Life annuity with certain period of 20 years
(8) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program C

Plan Status

Closed group of inactive participants.

Covered Employees

All hourly and bargaining unit employees of Aerojet Fine Chemicals.

Participation Date

Date of hire, or eligibility if later.

Credited Service

One year of Credited Service is provided for each 1,800-hours of employment in a Plan Year, with pro-rata credit of one month for each 150 hours of service.

Vesting Service

One year of Vesting Service is provided for each 1,000-hours of employment in a Plan Year, with pro-rata credit of one month for each 150 hours of service. Full vesting in the benefits earned to date generally takes place after 60 months of Vesting Service or upon attainment of age 65 as an active employee.

Monthly Pension Benefit

Aerojet Fine Chemical employees are entitled to receive a monthly benefit equal to the product of $53 per month, effective June 16, 2004, times years of Credited Service reduced by the monthly benefit accrued under the Aerojet-General Corporation Consolidated Pension Plan for hourly employees (Program E) at the date of transfer to the AFC plan prior to June 1, 2000.

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program C (continued)

Benefit

A. Vested Participants who:
   a. have less than 10 years of Vesting Service (including service with any affiliated company); or
   b. terminate employment prior to attaining age 55;
   are eligible for the Early Retirement Reduction Factors in Table A below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

Table A – Early Retirement Reduction Factors (ERF)

Age	ERF
55	0.506
56	0.538
57	0.573
58	0.611
59	0.652
60	0.697
61	0.746
62	0.801
63	0.861
64	0.927
65	1.000

B. Vested Participants who:
   a. terminate employment on or after age 55 under this Program; and
   b. have 10 or more years of Vesting Service (including service with any affiliated company) are eligible for the Enhanced Early Retirement Reduction Factors in Table B below for determination of the reduction of the age 65 benefit (Normal Retirement Pension).

Table B – Enhanced Early Retirement Reduction Factors

Age	Enhanced ERF
55	0.664
56	0.712
57	0.760
58	0.808
59	0.856
60	0.904
61	0.952
62	1.000
63	1.000
64	1.000
65	1.000

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program C (continued)

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement date and after attaining age 55.

Disability

Eligibility

Permanent and total disability after completing ten years of Vesting Service and following six months of disability.

Benefit

The participant's accrued pension benefit at the earliest of (1) the participant's last day worked with the company and all affiliated companies, (2) the date of the participant's total and permanent disability, or (3) the day prior to the freeze date. It is paid as a single life annuity option with no reduction for benefit payments beginning before age 65. It is possible the disability benefit will be severely reduced (possibly reduced to zero) if the participant receives (1) a worker's compensation award or settlement, (2) disability payments from the United States or any foreign country for service In the armed forces of that country, or (3) other disability payment or settlement if paid for in part or whole by the company or any affiliated company (excluding social security disability benefits).

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Unless otherwise preselected, spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program C (continued)

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Life annuity with certain period of 20 years
(8) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program D

Plan Status

Closed group of inactive participants.

Covered Employees

All salaried employees of Aerojet Fine Chemicals, excluding Aerojet employees covered under Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan “Program G”.

Participation Date

First day of the month coinciding with or next following date of hire.

Credited Service

One year of Credited Service is provided for each 2,080-hours of employment in a Plan Year, with pro-rate credit of one month for each 173 hours of service. No Credited Service is provided after the termination of employment.

Vesting Service

One year of Vesting Service is provided for each 1,000-hours of employment in a Plan Year, with pro-rata credit of one month for each 173 hours of service.

Annual Earnings

The compensation paid during the Plan Year used for determining pension plan benefits. Generally, it includes wages, salary, overtime pay, year-end payments or bonuses, vacation and sick pay, shift differentials, and amounts deferred under Code Section 401(k), Code Section 125, and the Deferred Bonus Plan of Aerojet Rocketdyne Holdings, Inc. and Participating Subsidiaries.

Final Average Earnings

The highest average of any five consecutive plan years of Annual Earnings preceding the date of retirement or termination.

Average Social Security Wage Base (ASSWB)

The 35-year average of the Social Security Taxable Wage Bases ending with the calendar year containing the beginning of the Plan Year. The ASSWB is determined as of the last day worked.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program D (continued)

Monthly Pension Benefit

One-twelfth of the highest benefit under A, B, C, or D, offset by E below.

A. The sum of a, b, c and d
   a. The accrued benefit at November 30, 1984; plus
   b. A frozen amount for the period November 30, 1984 through December 1, 1985; plus
   c. For Credited Service between November 30, 1985 and November 30, 1989, 1.2% of Annual Earnings up to $15,000, plus 2% of Annual Earnings in excess of $15,000; plus
   d. For Credited Service after November 30, 1989, 1.625% of Annual Earnings up to the ASSWB, plus 2% of Annual Earnings in excess of the ASSWB until 35 years of total Credited Service are completed, plus 2% of Annual Earnings for the Credited Service after 35 years.

B. $44 per year of Credited Service.

C. 1.125% of Final Average Earnings up to the ASSWB plus 1.5% of Final Average Earnings in excess of the ASSWB, times years of Credited Service up to 35 years; plus 1.5% of Final Average Earnings times the years of Credited Service after 35 years.

D. For credited service prior to December 1, 1989, 1.2% of Annual Earnings up to $15,000, plus 2% of Annual Earnings in excess of $15,000; plus the annual benefits determined under A.d. above, for periods on or after December 1, 1989.

E. The monthly benefit accrued under the Aerojet-General Corporation Consolidated Pension Plan for salaried employees (Program F) at the date of transfer to the AFC plan prior to June 1, 2000.

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

A. Vested Participants who:
   a. have less than 10 years of Vesting Service (including service with any affiliated company); or
   b. terminate employment prior to attaining age 55;

   are eligible for the Early Retirement Reduction Factors in Table A below for determination of the reduction of the age 65 benefit (Normal Retirement Pension).

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program D (continued)

Table A – Early Retirement Reduction Factors (ERF)

Age	ERF, for hire date prior to 12/1/1992	ERF, for hire date on or after 12/1/1992
55	0.506	0.349
56	0.538	0.386
57	0.573	0.426
58	0.611	0.471
59	0.652	0.522
60	0.697	0.579
61	0.746	0.643
62	0.801	0.716
63	0.861	0.799
64	0.927	0.893
65	1.000	1.000

B. Vested Participants who:

a. terminate employment on or after age 55 under this Program; and

have 10 or more years of Vesting Service (5 years if hired prior to December 1, 1992 at Aerojet General) (including service with any affiliated company) are eligible for the Enhanced Early Retirement Reduction Factors in Table B below for determination of the reduction of the age 65 benefit (Normal Retirement Pension).Table B – Enhanced Early Retirement Reduction Factors table

Age	Enhanced Early Retirement Reduction Factors
55	0.664
56	0.712
57	0.760
58	0.808
59	0.856
60	0.904
61	0.952
62	1.000
63	1.000
64	1.000
65	1.000

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement but after attaining age 55.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XX: Aerojet GenCorp - Program D (continued)

Disability

Eligibility

Permanent and total disability prior to normal retirement date but following six months of disability.

Benefit

The amount of the disability pension benefit will be based on years of Credited Service prior to the participant's total and permanent disability, plus years of Credited Service up to the date the participant's total and permanent disability ends. To determine the participant's pension rate of accrual during the total and permanent disability period the participant's base monthly salary will be used. Base monthly salary is the monthly salary (i.e., not including bonuses, commissions, overtime, or other pay) in effect at the participant's last day worked.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Unless otherwise preselected, spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Life annuity with certain period of 20 years
(8) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program E

Plan Status

Effective July 31, 2009, benefit accruals were frozen.

Covered Employees

All hourly and bargaining unit employees of Aerojet.

Participation Date

Date of hire, or eligibility if later.

Credited Service

One year of Credited Service is provided for each 1,800-hours of employment in a Plan Year, with pro-rata credit of one month for each 150 hours of service. No Credited Service is provided after the earlier of (1) the last day worked, or (2) the Freeze Date.

Vesting Service

One year of Vesting Service is provided for each 1,000-hours of employment in a Plan Year, with pro-rata credit of one month for each 150 hours of service. Full vesting in the benefits earned to date generally takes place after 60 months of Vesting Service or upon attainment of age 65 as an active employee.

Monthly Pension Benefit

The monthly pension benefit is the benefit rate (specified in Table A below) times years of Credited Service. No benefits accrue on or after the Freeze Date. The benefit rate is frozen at the rate in effect on 7/31/2009 or that the rate in effect at termination if termination date is earlier.

Table A – Program E Benefit Rate

Location	2008	2007	Maximum on Credited Service
Aerojet Electrosystems Co.	$42.00	$42.00	45 years
Aerojet Ordnance – Tennessee	$30.00	$30.00	35 years
Aerojet Ordnance – Chino Hills and Downey, CA	$33.00	$33.00	35 years
Aerojet Sacramento – Local 946	$61.00	$55.00	None
Aerojet Sacramento – Local 812	$57.00	$55.00	None
Aerojet Sacramento – Local 39	$61.00	$55.00	None

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program E (continued)

Benefit

A. Vested Participants who:
   a. have less than 10 years of Vesting Service (including service with any affiliated company); or
   b. terminate employment prior to attaining age 55;

   are eligible for the Early Retirement Reduction Factors in Table B below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

   Table B – Early Retirement Reduction Factors (ERF)

Age	ERF
55	0.506
56	0.538
57	0.573
58	0.611
59	0.652
60	0.697
61	0.746
62	0.801
63	0.861
64	0.927
65	1.000

B. Vested Participants who:
   a. terminate employment on or after age 55 under this Program; and
   b. have 10 or more years of Vesting Service (including service with any affiliated company)

   are eligible for the Enhanced Early Retirement Reduction Factors in Table C Below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants can continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

   Table C – Enhanced Early Retirement Reduction Factors

Age	Enhanced ERF
55	0.664
56	0.712
57	0.760
58	0.808
59	0.856
60	0.904
61	0.952
62	1.000
63	1.000
64	1.000
65	1.000

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program E (continued)

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement date and after attaining age 55.

Disability

Eligibility

Permanent and total disability after completing ten years of Vesting Service and following six months of disability.

Benefit

The participant's accrued pension benefit at the earliest of (1) the participant's last day worked with the company and all affiliated companies, (2) the date of the participant's total and permanent disability, or (3) the day prior to the freeze date. It is paid as a single life annuity option with no reduction for benefit payments beginning before age 65. It is possible the disability benefit will be severely reduced (possibly reduced to zero) if the participant receives (1) a worker's compensation award or settlement, (2) disability payments from the United States or any foreign country for service In the armed forces of that country, or (3) other disability payment or settlement if paid for in part or whole by the company or any affiliated company (excluding social security disability benefits).

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Unless otherwise preselected, spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program E (continued)

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Life annuity with certain period of 20 years
(8) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program F

Plan Status

Benefit accruals were frozen effective February 1, 2009.

Covered Employees

All salaried employees of Aerojet salaried employees, excluding Aerojet employees covered under Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan “Program G”.

Participation Date

First day of the month coinciding with or next following date of hire.

Credited Service

One year of Credited Service is provided for each 2,080-hours of employment in a Plan Year, with pro-rate credit of one month for each 173 hours of service. No Credited Service is provided after the earlier of (1) termination of employment or (2) the freeze date.

Vesting Service

One year of Vesting Service is provided for each 1,000-hours of employment in a Plan Year, with pro-rata credit of one month for each 173 hours of service.

Annual Earnings

The compensation paid during the Plan Year used for determining pension plan benefits. Generally, it includes wages, salary, overtime pay, year-end payments or bonuses, vacation and sick pay, shift differentials, and amounts deferred under Code Section 401(k), Code Section 125, and the Deferred Bonus Plan of Aerojet Rocketdyne Holdings, Inc. and Participating Subsidiaries. Compensation on or after the Freeze Date is excluded.

Final Average Earnings

The highest average of any five consecutive plan years of Annual Earnings preceding the date of retirement or termination. Annual Earnings on or after the freeze date is excluded.

Average Social Security Wage Base (ASSWB)

The 35-year average of the Social Security Taxable Wage Bases ending with the calendar year containing the beginning of the Plan Year. The ASSWB is determined as of the earlier of (1) your last day worked or (2) the freeze date.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program F (continued)

Monthly Pension Benefit

The greater of (1) one-twelfth of (A plus B), or (2) one-twelfth of the highest benefit under C, D or E:

A. A variable benefit amount; variable benefit units times the dollar value of a unit, effective December 1st each year. The variable benefit units were frozen effective June 1, 1985.

B. The sum of a, b, c and d
   a. The accrued benefit at November 30, 1984; plus
   b. A frozen amount for the period November 30, 1984 through December 1, 1985; plus
   c. For Credited Service between November 30, 1985 and November 30, 1989, 1.2% of Annual Earnings up to $15,000, plus 2% of Annual Earnings in excess of $15,000; plus
   d. For Credited Service after November 30, 1989, 1.625% of Annual Earnings up to the ASSWB, plus 2% of Annual Earnings in excess of the ASSWB until 35 years of total Credited Service are completed, plus 2% of Annual Earnings for the Credited Service after 35 years.

C. $44 per year of Credited Service.

D. 1.125% of Final Average Earnings up to ASSWB plus 1.5% of Final Average Earnings in excess of the ASSWB, times years of Credited Service up to 35 years; plus 1.5% of Final Average Earnings times the years of Credited Service after 35 years.

E. For credited service prior to December 1, 1989, 1.2% of Annual Earnings up to $15,000, plus 2% of Annual Earnings in excess of $15,000; plus the annual benefits determined under B.d. above, for periods on or after December 1, 1989.

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

A. Vested Participants who:
   a. have less than 10 years of Vesting Service (including service with any affiliated company); or
   b. terminate employment prior to attaining age 55;

   are eligible for the Early Retirement Reduction Factors in Table A below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program F (continued)

Table A – Early Retirement Reduction Factors (ERF)

Age	ERF, for hire date prior to 12/1/1992	ERF, for hire date on or after 12/1/1992
55	0.506	0.349
56	0.538	0.386
57	0.573	0.426
58	0.611	0.471
59	0.652	0.522
60	0.697	0.579
61	0.746	0.643
62	0.801	0.716
63	0.861	0.799
64	0.927	0.893
65	1.000	1.000

B. Vested Participants who:

a. terminate employment on or after age 55 under this Program; and

b. have 10 or more years of Vesting Service (5 years if hired prior to December 1, 1992 at Aerojet General (including service with any affiliated company)

are eligible for the Enhanced Early Retirement Reduction Factors in Table B below for determination of the reduction of the age 65 benefit (Normal Retirement Pension). Participants can continue to accrue Vesting Service after the Freeze Date when determining eligibility for Early Retirement Reduction Factors.

Table B – Enhanced Early Retirement Reduction Factors table

Age	Enhanced Early Retirement Reduction Factors
55	0.664
56	0.712
57	0.760
58	0.808
59	0.856
60	0.904
61	0.952
62	1.000
63	1.000
64	1.000
65	1.000

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program F (continued)

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement but after attaining age 55.

Disability

Eligibility

Permanent and total disability prior to normal retirement date but following six months of disability.

Benefit

The amount of the disability pension benefit will be based on years of Credited Service prior to the participant's total and permanent disability, plus years of Credited Service up to the earlier of (1) the freeze date or (2) the date the participant's total and permanent disability ends. To determine the participant's pension rate of accrual during the total and permanent disability period the participant's base monthly salary will be used. Base monthly salary is the monthly salary (i.e., not including bonuses, commissions, overtime, or other pay) in effect at the earlier of 1) the participant's last day worked, or 2) the freeze date.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Unless otherwise preselected, spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXI: Aerojet West - Program F (continued)

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Life annuity with certain period of 20 years
(8) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXII: Aerojet East - Program G

Plan Status

Benefit accruals were frozen effective February 1, 2009.

Covered Employees

All employees hired on or after October 17, 2003 at former Atlantic Research Corporation locations or who were part of the Transfer Group. The Transfer Group is defined as those employees hired by Aerojet-General Corporation pursuant to the purchase agreement related to the acquisition of Atlantic Research Corporation (“ARC”) on October 17, 2003 as Employees.

Participation Date

Effective October 17, 2003, or date of hire, if later.

Credited Service

Years and months of service as a covered employee prior to February 1, 2009, including the service with ARC, its subsidiaries, or with an entity acquired by ARC, or an affiliate, if hired as part of the Transfer Group. A full month of service is credited for each month in which at least one hour of service is worked.

Vesting Service

Years and months of service as a covered employee, including the service with ARC, its subsidiaries, or with an entity acquired by ARC, or an affiliate, if hired as part of the transfer group. A full month of service is credited for each month in which at least one hour of service is worked.

Annual Earnings

Base wages, overtime payments, and shift differentials excluding bonuses. Annual Earnings on or after the Freeze Date is excluded.

Final Average Earnings

Annual Earnings averaged for the five consecutive plan years during which the participant’s Annual Earnings were the highest during the ten-year period immediately preceding the earlier of (1) the participant’s date of termination with the company, or (2) the freeze date. Final Average Earnings is the average Annual Earnings over the period of Credited Service if there are less than five consecutive plan years of employment.

Covered Compensation

Covered Compensation is based on the year the participant attains Social Security Retirement Age (SSRA). It is the average of the Social Security Taxable Wage Bases over a 35-year period that ends the plan year ending in the calendar year the participant attains SSRA.

Covered Compensation is determined as of the earlier of (1) the participant’s last day worked or (2) the freeze date.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXII: Aerojet East - Program G (continued)

Monthly Pension Benefit

Projected benefit based on the Credited Service at normal retirement date is equal to one-twelfth of the sum of:

a. 0.95% of Final Average Earnings, times years of projected Credited Service up to 25 years; plus
b. 0.65% of the excess of Final Average Earnings over covered compensation, times years of projected Credited Service up to 25 years; plus
c. 0.40% of Final Average Earnings, times years of projected Credited Service over 25 years; minus
d. The benefit at normal retirement date (if any) under the "ARC" plan.

The monthly pension benefit at benefit commencement date is the sum of items a through d, multiplied by the ratio of actual Credited Service at the earlier of (1) the date of termination or (2) the freeze date, to projected Credited Service at age 65.

ARC Offset

The ARC Retirement Benefit Offset is an offset of the monthly pension benefit at normal retirement date for those participants who were part of the Transfer Group. In calculating the monthly pension benefit at normal retirement date, a participant's ARC prior service and pay are used for vesting and calculating final average compensation. The monthly pension benefit at normal retirement date is determined using ARC pay and service history, plus additional pay and service earned under the plan, up to earlier of (1) the date of termination, (2) normal retirement date, or (3) the freeze date. The monthly pension benefit at normal retirement date under the plan will be offset by the value of the participant's monthly pension benefit at normal retirement date under the Atlantic Research Corporation Employee Pension Plan.

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit

Monthly Pension Benefit determined as of normal retirement date.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

Monthly pension benefit determined as of early retirement date, reduced 1/180th per month for each of the first 60 months and 1/360th for each of the next 60 months prior to age 65.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXII: Aerojet East - Program G (continued)

Vested Termination

Eligibility

5 years of service.

Benefit

Vested accrued benefit, commencing at normal retirement date. Optionally, the participants may elect to receive a reduced benefit commencing prior to the normal retirement date but after attaining age 55.

Disability

Eligibility

Permanent and total disability prior to normal retirement date and after completing five years of vesting service. Participant must still be disabled at their normal retirement date to receive any disability benefit accruals. Disability accruals are available up to the earlier of (1) normal retirement date or (2) the freeze date.

Benefit

Monthly pension benefit determined at normal retirement date based on final average earnings and covered compensation determined at the earlier of (1) date of disability or (2) the freeze date.

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

Spouse will receive 50% of amount the participant would have received if he/she had survived and elected to commence payment at the earliest date allowed, payable under the qualified 50% joint and survivor annuity.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXII: Aerojet East - Program G (continued)

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 10 years
(5) Social Security Level Income Annuity
(6) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

Summary of Changes from the January 1, 2024 Valuation

None.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – West Palm Beach (Florida)

Plan Status

Benefit accruals for Program H participants employed at the West Palm Beach, Florida facility were frozen effective April 1, 2016, the “freeze date”.

Covered Employees

Employees of Aerojet Rocketdyne Holdings, Inc. covered by a collective bargaining agreement which provides for participation under this Program at the West Palm Beach facility (local 971).

Participation Date

Eligible employees become participants on the date of employment or June 30, 2013 for “Heritage Employees” who transferred to Aerojet Rocketdyne Holdings, Inc. as part of the acquisition of the Pratt Whitney Rocketdyne business from the United Technologies Corp (UTC) on June 14, 2013.

Credited Service

The total period of a participant’s employment prior to the Freeze Date, including service after Normal Retirement Date but excluding:

- a break in service which exceeds 30 days,
- leaves of absence without compensation in excess of one year, and
- service counted as Credited Service under another defined benefit retirement plan of the company.

Annual Earnings

Base pay, overtime and bonuses paid during the calendar year including pre-tax contributions to the savings plan and pre-tax contributions to a cafeteria plan. Base pay rate in the last partial year is annualized. Annual earnings are limited each year to the applicable Section 401(a)(17) pay limit, as indexed.

Final Average Earnings

The average Annual Earnings for the highest five (excluding years of no Annual Earnings) calendar years in the ten calendar years immediately preceding the earlier of (1) the participant’s date of termination with the company under Program H, or (2) the freeze date. The highest five years must be consecutive.

Accrued Benefit

The monthly life annuity payable at retirement adjusted to reflect accruals with the UTC Plan up to June 30, 2013.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – West Palm Beach (Florida) (continued)

Monthly Level Benefit

Final Average Earnings	Factor
Up to $36,999	36.00
37,000 – 37,999	37.00
38,000 – 38,999	38.00
39,000 – 39,999	39.00
40,000 – 40,999	40.00
41,000 – 41,999	41.00
42,000 – 42,999	42.00
43,000 – 43,999	43.00
44,000 – 44,999	44.00
45,000 – 45,999	45.00
46,000 – 46,999	46.00
47,000 – 47,999	47.00
48,000 – 48,999	48.00
49,000 – 49,999	49.00
50,000 – 50,999	50.00
51,000 – 51,999	51.00
52,000 – 52,999	52.00
53,000 – 53,999	53.00
54,000 – 54,999	54.00
55,000 – 55,999	55.00
56,000 – 56,999	56.00
57,000 – 57,999	57.00
58,000 – 58,999	58.00
59,000 – 59,999	59.00
60,000 – 60,999	60.00
61,000 – 61,999	61.00
62,000 – 62,999	62.00
63,000 – 63,999	63.00
64,000 and over	64.00

The monthly benefit levels in the above table are effective on January 1, 2013.
As of April 1, 2016, the benefit level used to determine a participant’s accrued benefit is $64.00.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – West Palm Beach (Florida) (continued)

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit [1]

The accrued benefit determined at normal retirement date payable monthly.

Early Retirement Pension

Eligibility

Retirement after the attainment of age 55 as an active employee and the completion of 10 years of service, but before normal retirement date.

Benefit [1]

The accrued benefit at retirement payable monthly reduced 2.4% per year for each year benefit commencement preceded age 62. The benefit is unreduced if the participant retired on or after the attainment of age 62.

Vested Termination

Eligibility

5 years of service.

Benefit [1]

The accrued benefit at termination payable monthly commencing on the normal retirement date. A participant can commence payment of the benefit on the first day of any month following the attainment of age 55, with the benefit reduced 5% per year for each year benefit commencement preceded the normal retirement date.

Disability

Eligibility

Disability after completing 5 years of service and receiving Social Security disability benefits.

Benefit [1]

The accrued benefit at disability payable monthly commencing on the first of the month following one year of disability and continuing during the participant's lifetime until the earliest of:

- the date Social Security disability benefits cease
- the date retirement benefits commence
- death

[1] The amount for Heritage Employees is reduced to reflect the benefits earned under the UTC Plan as of 6/30/2013; including reduction for commencement of benefits prior to attaining age 65.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – West Palm Beach (Florida) (continued)

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit [1]

(i) If the participant dies after becoming eligible for an early, normal or postponed retirement benefit, a 100% contingent annuitant benefit is payable, and payment commences immediately, reduced as described in the early retirement section above, or if the contingent annuitant is the spouse, as late as when the participant would have attained age 65.

(ii) If the participant dies after completing 10 years of service and is married but does not meet the requirement of (i) above, a 100% spouse's benefit is payable, and payment commences when the participant would have attained age 55, reduced as described in the vested termination section above, or age 65.

(iii) If the participant dies after completing five years of service and is married but does not meet the requirements of (i) or (ii) above, a 50% spouse's benefit is payable, and payment commences when the participant would have attained age 55, reduced as described in the vested termination section above, or age 65.

Forms of Payment

Single

Single Life Annuity.

Married

Actuarially reduced 50% joint and survivor annuity.

Optional forms of benefit

(1) Joint and 100% survivor annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Life annuity with certain period of 5 years
(5) Life annuity with certain period of 10 years
(6) Life annuity with certain period of 15 years
(7) Joint and 100% survivor annuity with pop-up
(8) Joint and 50% survivor annuity with pop-up
(9) Joint and 75% survivor annuity with pop-up
(10) Social Security Level Income Annuity
(11) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

The normal form of payment is converted to an optional form using 6% interest rate and GAR-94 Mortality (unisex); except SSLI uses 417(e) mortality and interest.

[1] The amount for Heritage Employees is reduced to reflect the benefits earned under the UTC Plan as of 6/30/2013; including reduction for commencement of benefits prior to attaining age 65.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – California

Plan Status

Benefit accruals for certain employees of Aerojet Rocketdyne Holdings, Inc. employed at the Desoto California facility were frozen effective November 30, 2014 or December 31, 2014, the “freeze dates”.

Covered Employees

Employees of Aerojet Rocketdyne Holdings, Inc. covered by a collective bargaining agreement which provides for participation under this Program at the DeSoto California facility (local 887, 2295, 461).

Participation Date

Eligible employees become participants on the date of employment or June 30, 2013 for “Heritage Employees” who transferred to Aerojet Rocketdyne Holdings, Inc. as part of the acquisition of the Pratt Whitney Rocketdyne business from the United Technologies Corp (UTC) on June 14, 2013.

Credited Service

Credited Service prior to July 1, 2013 is based on the provisions of the plan as then in effect to the nearest one-twelfth of a year. After that date, but before the freeze date (if applicable), Credited Service is based on hours of service in each plan year as follows:

Hours of Service During the Plan Year	Fraction of year of Credited Service
74.5 – 224.4	0.0833
224.5 – 374.4	0.1667
374.5 – 524.4	0.2500
524.5 – 674.4	0.3333
674.5 – 824.4	0.4167
824.5 – 974.4	0.5000
974.5 – 1,124.4	0.5833
1,124.5 – 1,274.4	0.6667
1,274.5 – 1,424.4	0.7500
1,424.5 – 1,574.4	0.8333
1,574.5 – 1,724.4	0.9167
1,724.5 or more	1.0000

Hours of service with Aerojet Rocketdyne in December 2013 of a California Employee who is a Heritage Employee shall be credited as Credited Service in both the plan year ended November 30, 2013 and the plan year ended November 30, 2014.

Accrued Benefit

The monthly life annuity payable at retirement adjusted to reflect accruals with the UTC Plan up to June 30, 2013.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – California (continued)

Normal Retirement Pension

Eligibility

First of month coinciding with or next following the attainment of age 65.

Benefit [1]

The accrued benefit at retirement payable monthly.

Early Retirement Pension

Eligibility

Retirement after a participant has attained age 55 and completed 10 years of service. Participants with frozen annual benefits will be able to grow into early retirement eligibility, with the exception of the Supplemental Benefit (described below). Participants must be at least age 50 and have at least 20 years of Credited Service at the freeze date in order to be eligible for the supplemental benefit.

Benefit [1]

The accrued benefit at retirement payable monthly reduced 6% per year for each year benefit commencement preceded age 62. The benefit is unreduced if the participant retires on or after the attainment of age 60 and the completion of 20 years of Credited Service, or after the attainment of age 55 and the completion of 30 years of Credited Service, or attainment of age 62 and the completion of at least 10 years of continuous service.

Supplemental Benefit: Available to any participant who retires before age 62 and has satisfied one of the following criteria:

1. Age 60 with 20 years of Credited Service
2. Age 55 with 30 years of Credited Service
3. Age 55 with age plus years of Credited Service at least 85

A supplemental benefit of $650 per month is payable until the earliest of age 62, eligibility for Social Security benefits, or death.

Vested Termination

Eligibility

5 years of service

Benefit [1]

The accrued benefit at termination payable monthly commencing on the normal retirement date. A participant can commence payment of the benefit on the first day of any month following the attainment of age 55, with the benefit actuarially reduced for each month benefit commencement preceded the normal retirement date.

Disability

Eligibility

Total and permanent disability after completing 10 years of service.

Benefit [1]

The accrued benefit at disability payable monthly commencing six months after disablement.

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[1] The amount for Heritage Employees is reduced to reflect the benefits earned under the UTC Plan as of 6/30/2013; including reduction for commencement of benefits prior to attaining age 65.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIII: Aerojet Rocketdyne - Program H – California (continued)

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit [1]

A 55% spouse's benefit is payable, and payment commences on the first day of the month following death or, if later, the earliest date on which the participant would have been eligible to retire based on service at death.

Lump Sum Post-Retirement Death Benefit

Eligibility

Death while receiving a disability or retirement benefit.

Benefit

A $1,000 lump sum benefit payable to the participant's beneficiary or estate.

Forms of Payment

Single

Single Life Annuity.

Married

Subsidized 55% joint and survivor annuity with pop-up for married participants (married at least one year). The initial reduction factor of 5% is then reduced 0.5% for each year the participant's age exceeds the spouse's age or increased 0.5% for each year the spouse's age exceeds the participant's age (maximum increase in 5%).

Optional forms of benefit

(1) Level income
(2) Joint and 55% survivor level income with pop-up
(3) Joint and 75% survivor level income with pop-up
(4) Joint and 75% survivor annuity with pop-up
(5) Lump Sum: Benefits with a present value less than or equal to $1,000 are automatically cashed out. Benefits with a present value greater than $1,000 but less than or equal to $5,000 are eligible for a lump sum distribution but it will not be paid to the participant prior to his Normal Retirement Age without the participant's consent.

The normal form of payment is converted to an optional form using 6% interest rate and GAR-94 Mortality (unisex); except level income options uses 417(e) mortality and interest.

The 55% contingent annuity benefit is converted as described above under Married Forms of Payment.

Summary of Changes from the January 1, 2024 Valuation

None.

[1] The amount for Heritage Employees is reduced to reflect the benefits earned under the UTC Plan as of 6/30/2013; including reduction for commencement of benefits prior to attaining age 65.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIV: The Cooperative

Plan Status

There are no accruing active participants left in the plan.

Groups Covered

A collective bargaining unit represented by the American Federation of Grain Millers. AFL-CIO, CLC Local 387, or Hamilton Plan Security Union.

Participation

January 1 or July 1 after completion of 1,000 hours during a plan year.

Credited Service

Benefit credit is given for any year in which the participant contributes to the Plan.

Vesting Service

All service from date of hire.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

Effective January 1, 1989, the monthly amount of basic retirement income is equal to 1/12 of the greater of the sum of (A) plus (B), or Plan Table II minimum retirement income:

(A) 2% of the Participant's compensation during the period of credited service after January 1, 1989.

(B) The Participant's accrued benefit as of December 31, 1988.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIV: The Cooperative (continued)

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

Unreduced normal retirement pension accrued if by age 62 or later, or age 55 and 30 years of service. Otherwise, the following reduction factors may apply:

Age at Retirement	Early Retirement Factor
55	56%
56	60%
57	65%
58	69%
59	75%
60	80%
61	87%
62-64	100%

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Accrued pension payable at age 65. For early retirement, the accrued pension is reduced by early retirement factors applicable to early retirement pension.

Pre-Retirement Death Benefit

Eligibility

None.

Benefit

If married, 75% of the full accrued benefit. There is no reduction for early retirement or the Joint and Survivor form of benefit. Benefits commence immediately, or at the participant's early retirement age, if later. If not married, a refund of employee contributions and interest paid.

Disability

Eligibility

5 years of service.

Benefit

Normal pension based on accrued benefit payable immediately.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXIV: The Cooperative (continued)

Normal form of benefit

Single

Modified cash refund.

Married

Actuarially Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Joint and 50% survivor annuity
(3) Joint and 75% survivor annuity
(4) Joint and 100% survivor annuity
(5) Social Security level income annuity
(6) Lump sum

Actuarial Equivalence

1971 Group Annuity Mortality Table for male lives, with a 2 year setback for participants and a 4-year setback for spouses and contingent pensioners; 6% interest.

Summary of Changes from the January 1, 2024 Valuation

The Cooperative Pension Income Plan was merged into L3Harris Technologies Consolidated Pension Plan effective December 31, 2024.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems

Hourly Segment

Plan Status

Plan is closed to new participants effective January 1, 2007. Combat Propulsion Systems was divested to the RENK Group on July 2, 2021 and service accruals are frozen for all former L3Harris employees. Certain named employees are eligible for additional service accruals toward early retirement eligibility and a monthly supplement benefit.

Participation

All hourly paid employees of GDLS Muskegon Operations represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, U.A.W. Locals 113 and 1279 who have completed 1,000 hours of service or received one year of Credited Service.

Credited Service

One year for each calendar year that member works or receives credit for at least 1,700 hours (fractional credit for less than 1,700 hours worked).

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Members of the Union Local 1279:

(1) A monthly pension of $44.00 per year of Credited Service effective for participants retiring on or after January 1, 2017.

For Members of Union Local 113:

(1) A monthly pension of $45.00 per year of Credited Service effective for participants retiring on or after January 1, 2017 and prior to January 1, 2021 and

(2) A monthly pension of $46.00 per year of Credited Service effective for participants retiring on or after January 1, 2021

(3) For participants retiring after January 1, 2022, additional monthly benefit increases for already accrued service will be payable by the RENK Group. Increases to $47.00 per year of Credited Service as of January 1, 2022, and $48.00 per year of Credited Service as of January 1, 2023.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems (continued)

Hourly Segment (continued)

Early Retirement Pension

Eligibility

Age 55 and 10 years of service, or before age 55 with 30 years of service.

Benefit

A member retiring early on or after age 62 will be entitled to the full accrued benefit without reduction. A member retiring early on or after age 58 with 30 years of service will have his accrued benefit reduced 2-1/2% for each year prior to age 62. Otherwise, a member retiring early on or after age 55 with ten years of service will have his accrued benefit reduced 6% for each year prior to age 62.

If the member retires (i) after age 60 or (ii) before age 60 with 30 years of service or 85 points, a monthly supplement is payable to age 62, which when added to the basic benefit, equals $1,600 per month. This supplement is reduced for retirement prior to age 58 with 30 years of service or age 60 with less than 30 years of service. This monthly supplement is allocated between L3Harris and RENK based on the service accrued while employed at L3Harris and RENK.

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

If terminating employment after completion of five years of service, the accrued normal retirement pension is payable commencing at age 65. The benefit may commence prior to age 65, but after age 55 with ten years of service, with a reduction of 7.2% for each year prior to age 65.

Disability

Eligibility

10 years of service.

Benefit

Accrued normal retirement benefit plus a temporary monthly pension, payable to the earlier of age 62 or commencement of Social Security disability benefits equal to $20.00 for each year of credited service up to 25 years.

Special Medicare Benefit

If terminating employment after becoming eligible for an Early Retirement Benefit, Normal Retirement Benefit, or Disability Benefit, the member shall receive a monthly Special Medicare Benefit beginning at age 65 equal to 6.00 per year of Credited Service.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems (continued)

Hourly Segment (continued)

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

If a member dies while eligible for early retirement or while eligible for a vested benefit and leaves a surviving spouse, the surviving spouse will be entitled to the benefit that would have been payable had the member terminated employment on the date of death with payment of benefits to commence on the earliest date permitted thereafter as a qualified joint and survivor annuity.

Post-Retirement Death Benefit

If a member dies while early retirement eligible, the beneficiary will be entitled to receive a lump sum payment equal to $2,500.

Normal form of benefit

Life annuity.

Optional forms of benefit

(1) Joint and 55% pop-up survivor annuity
(2) Joint and 60% pop-up survivor annuity (if member retires at 65 with 30 years credited service, or 30 years of vesting service)
(3) Joint and 75% survivor annuity
(4) Lump sum

Actuarial Equivalence

For joint and 55% pop-up survivor annuity and for joint and 60% pop-up survivor annuity, benefit is reduced by a factor equal to 95% and reduced/increased by additional 0.5% for each full year in excess of five years by which the Spouse's age is less than/exceeds the age of the Participant.

For joint and 75% survivor annuity, actuarial equivalent value is computed based upon an interest rate of 6% and mortality from the table set forth in Revenue Ruling 2001-62, set forward 2 years for annuitant and set back 2 years for contingent annuitant.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems (continued)

Salaried Segment

Plan Status

Plan is closed to new participants effective January 1, 2007. Combat Propulsion Systems was divested to the RENK Group on July 2, 2021 and any future service accruals will be payable by the RENK group. Effective January 1, 2020, benefit accruals under the prior formula have been frozen.

Participation

Salaried employees of L3Harris Combat Propulsion Systems who have completed one year of service. Salaried employees covered by a collective bargaining agreement may only be covered if specifically provided in such agreement. A transferred employee who was an active participant in the prior plan (General Dynamics Corporation Salaried Retirement Plan) on February 24, 2005 should automatically become an active participant.

Final Average Pay

Final average pay equals the average of the highest consecutive 60 monthly salary rate received during last 120 months of plan membership.

Covered Compensation

Covered Compensation equals the average of the Social Security taxable wage bases in effect for each calendar year during the 35-year period ending in the year of termination.

Compensation (for Cash Balance Benefit)

Includes base pay, incentive pay, overtime pay, and commission.

Normal Retirement Pension

Eligibility

Age 65.

Benefit

For Service prior to January 1, 2020: A monthly pension is the sum of (1) to (4), but not less than the Minimum Benefit:

(1) Service Prior to 1/1/1964: $18.00 per year of Credited Service.

(2) Service 1/1/1964 to 12/31/1980: 1-1/4% of final average pay per year of Credited Service.

(3) Service 1/1/1981 to 3/31/1997: 1% of final average pay up to Covered Compensation, plus 1.65% of the excess per year of Credited Service.

(4) Service 3/31/1997 to 12/31/2018: 1-1/3% of final average pay per year of plan membership service, reflecting pay up to December 31, 2019.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems (continued)

Salaried Segment (continued)

Cash Balance Benefit

1% of Compensation, effective January 1, 2020, for participants whose 2018 W2 compensation was less than $120,000.

Minimum Benefit

(1) Service Prior to 1/1/1964: $18.00 per year of Credited Service.

(2) Service 1/1/1964 to 3/31/1997: $20.00 per year of Credited Service.

(3) Service after 3/31/1997: $26.00 per year of plan membership service including that additional period during which the member would have accrued benefits but for the age and/or service requirements for eligibility to enter the Plan.

Pension Enhancement

Members employed prior to January 1, 1999 and retiring from active service will be entitled to a pension enhancement benefit of $94 per month, prorated for less than ten years of continuous service measured from April 1, 1997 to retirement, commencing at age 65. An additional benefit, in the same amount, will be payable when an eligible spouse attains age 65.

If a member was employed prior to January 1, 1999 and terminates with a deferred vested benefit, the pension enhancement benefit will be multiplied by the ratio of the member's years of service measured from April 1, 1997 to termination to the years of service measured from April 1, 1997 he would have had at age 65.

Early Retirement Pension

Eligibility

Age 55 and 5 years of continuous benefit service if service accrued prior to April 1, 1997 or 10 years of continuous benefit service if service accrued after March 31, 1997.

Benefit

The benefit accrued to date of early retirement based on service accrued prior to April 1, 1997, reduced by 3% for each year between age 65 and the date of commencement of benefits.

The benefit accrued to date of early retirement based on service accrued after March 31, 1997, either (i) with no reduction, if benefits commence at or after age 62, or (ii) reduced by 2-1/2% for each year between age 62 and the date of commencement of benefits, if benefits commence prior to age 62.

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

The benefit may commence prior to age 65 with a reduction of 3% for each year prior to age 65 applicable to the benefit based on service accrued prior to April 1, 1997 and on an actuarial equivalent basis applicable to the benefit based on service accrued after March 31, 1997.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXV: Combat Propulsion Systems (continued)

Salaried Segment (continued)

Pre-Retirement Death Benefit

Eligibility

5 years of service.

Benefit

If a member dies while eligible for early retirement or while eligible for a vested benefits and leaves a surviving spouse to whom he/she has been married for at least one year, the surviving spouse will be entitled to the benefit that would have been payable had the member terminated employment on the date of death with payment of benefits to commence on the earliest date permitted thereafter and elected the 50% contingent annuitant option.

Normal form of benefit

Single

Life annuity.

Married

Actuarially Reduced joint and 50% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Joint and 50% survivor annuity, with and without pop-up
(3) Joint and 75% survivor annuity, with and without pop-up
(4) Joint and 66 2/3% survivor annuity, with and without pop-up
(5) Joint and 100% survivor annuity, with and without pop-up
(6) Life annuity with certain period of 5 years or 10 years
(7) Social Security level income annuity at age 62 and 65
(8) Lump sum less than or equal to $20,000

Actuarial Equivalence

Optional forms (other than the lump sum) are of actuarial equivalent value computed based upon an interest rate of 6% and mortality from the table set forth in Revenue Ruling 2001-62, set forward 2 years for annuitant and set back 2 years for contingent annuitant.

For the lump sum and level income options, actuarial equivalence is based on 417(e) assumptions.

Summary of Changes from the January 1, 2024 Valuation

L3Harris Combat Propulsion Systems Pension Plan was merged into L3Harris Technologies Consolidated Pension Plan effective December 31, 2024.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVI: Ocean Systems

Plan Status

Plan is closed to new participants effective August 1, 2007. Employees hired prior to this date will receive ongoing accruals.

Participation

Employees who are members of UAW Local Union No. 179 are allowed to participate after one year of service in which at least 1,000 hours worked.

Credited Service

One year for each calendar year of employment in which at least 1,700 hours worked. Ratable accrual (rounded to nearest twelfth of a year) given for calendar years in which under 1,700 worked. Additional service credited for years in excess of 10 at certain “foundry jobs”. Service for each such calendar year increased in accordance with the following:

Year at foundry job	Percentage increase applicable to that years’ service accrual
10 ½ - 25	33-1/3%
Over 25	20%

Vesting Service

Full year given for each calendar year in which at least 1,000 hours worked; otherwise no credit given. If eligibility service is less than credited service at retirement or termination, it shall be deemed equal to credited service. Participants hired prior to April 1, 1998 are fully vested as of that date.

Normal Retirement Pension

Eligibility

Age 65 and 5 years of service.

Benefit

For retirements during the period shown below:

Period	Amount (per month per year of credited service)
August 1, 2003 through July 31, 2004	$34
August 1, 2004 through July 31, 2005	$35
August 1, 2005 through July 31, 2006	$36
August 1, 2006 and thereafter	$37

Early Retirement Pension

Eligibility

(a) Age 60 and 10 years of vesting service, or
(b) Age 55 and 85 points (points are the sum of age and credited service), or
(c) Attainment of 30 years of credited service

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVI: Ocean Systems (continued)

Benefit

For retirements under (a) or (b) above, computed as for Normal Retirement Pension and multiplied by the following factor:

Benefit Commencement Age	Percentage	Benefit Commencement Age	Percentage
47	30.4%	55	57.9%
48	32.8%	56	63.5%
49	35.4%	57	69.4%
50	38.3%	58	75.2%
51	41.5%	59	80.8%
52	45.0%	60	86.7%
53	48.9%	61	93.3%
54	53.2%	62	100.0%

For retirement under (c) above - same as (a) or (b) except benefit increased to unreduced amount upon attainment of age 62.

Supplemental Allowance

Eligibility

Early retirement or disability pension.

Benefit

Payable until age 62

(a) For participant retiring under “30 and out” provision, the amount payable is an amount such that the total benefit paid is $1,950 per month.

(b) For participants retiring early but not under “30 and out” provision, the amount payable is based on the following:

Attained age at retirement	Additional benefit per year of credited service (per month)
55	$14.55
56	$17.15
57	$20.55
58	$23.95
59	$27.20
60	$31.50
61	$31.50

(c) For participants retiring with a disability pension, a “Temporary Benefit” of $35.00 per month per year of credited service (up to 30 years). The “Temporary Benefit” is only payable if participant is not eligible for Social Security Disability Benefits.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVI: Ocean Systems (continued)

Special Early Retirement Pension

Eligibility

(a) 10 or more years of vesting service
(b) Age between 55 and 65
(c) Participant has not been discharged for cause
(d) Unusual circumstances result in L3Harris asking a participant to retire, and
(e) The participant and L3Harris have agreed that the participant should retire with special benefits.

Benefit

The lifetime income benefit is unreduced for early retirement. A supplemental benefit of $1,950 is payable until age 62 and 1 month and a Medicare supplement of $52 is payable at age 65.

Deferred Vested Pension

Eligibility

5 years of service (none for participants hired prior to 4/1/1998).

Benefit

Accrued benefit payable at age 65. Participant may also elect to commence payment any time after attainment of age 60, or any time after attainment of age 55 with 85 points (points measured using credited service), subject to a benefit reduction of 5/9 of 1% for each of the first 60 months by which the commencement date precedes age 65, plus 5/18 of 1% for each such month in excess of 60.

Disability

Eligibility

10 years of service

Benefit

Computed as for Normal Retirement Pension. In addition, a Supplemental Allowance is payable until age 62 only if participant is not eligible to receive Social Security Disability Benefits.

Pre-Retirement Death Benefit

For deaths occurring in service, after attainment of eligibility to retire and married to surviving spouse at least one year: an amount payable for the life of the surviving spouse equal to 60% of the benefit that would have been payable had the employee retired on the date of his death and elected the Survivorship Option.

For deaths occurring after attainment of eligibility for the Withdrawal Benefit but prior to eligibility for retirement and prior to benefit commencement: an amount payable for the life of the surviving spouse on or after the date the participant’s Withdrawal Benefit could have commenced equal to 60% of the benefit that would have been payable had the participant elected the Survivorship Option.

Survivorship Option

Benefit otherwise payable to employee is reduced by 5%, with an additional reduction of 0.5% for each year in excess of 5 years up to 10 years by which the spouse's age is less than the employee's, and with an offsetting increase of 0.5% for each year in excess of 5 by which the spouse's age exceeds the employee's.

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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVI: Ocean Systems (continued)

Special Medicare Part B Reimbursement Benefit

Eligibility

This benefit is payable to participants retiring from active service with a retirement or disability pension, and to surviving spouses of such participants, as well as to surviving spouses of employees who die in active service. The benefit commences upon attainment of age 65, or receipt by the Board of proof of enrollment in Medicare Part B, whichever is later.

Benefit

The amount of the benefit is $52.00 per month for months commencing on or after January 1, 2001. In no event shall the benefit paid for a month exceed the generally applicable Medicare Part B premium for that month. The benefit is $52.00 per month since the Medicare Part B premium is larger. Effective February 1, 2016, the Medicare Part B reimbursement benefit is not available for participants retired after August 1, 2011.

Normal form of benefit

Single

Life annuity.

Married

Reduced joint and 60% survivor annuity.

Optional forms of benefit

(1) Life annuity
(2) Joint and 75% survivor annuity
(3) Lump sum

Actuarial Equivalence

Joint and 60% survivor annuity: the benefit is calculated by reducing the amount payable under a single life annuity by 5%. An additional reduction is made in the amount of 0.5% per year, for each year in excess of five by which participant's birth date precedes that of the spouse. If the spouse is older, the benefit is increased by 0.5% per year, for each year in excess of five by which spouse's birthday precedes participant's birthday.

Joint and 75% survivor annuity: 9% interest rate and the 1971 Group Annuity Mortality Table for male lives.

Summary of Changes from the January 1, 2024 Valuation

L3Harris Ocean Systems Pension Plan for Hourly Employees was merged into L3Harris Technologies Consolidated Pension Plan effective December 31, 2024.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVII: Pacific Missile Range Facility

Effective Date

October 1, 1993.

Eligibility for Participation

Earlier of:

(a) age 40, or

(b) age 21 with one year of service.

Normal Retirement Pension

Eligibility

Age 65.

Basic Monthly Benefit

2.25% of the participant's annual earnings during each year of participation in the Plan, divided by 12.

Early Retirement Pension

Eligibility

Age 55 and 5 years of service.

Benefit

Accrued pension deferred to 65, or immediate pension equal to accrued pension reduced by 6% per year for each year by which commencement date precedes Normal Retirement Date.

Deferred Vested Pension

Eligibility

5 years of service.

Benefit

Accrued pension deferred to age 65, or reduced pension after early retirement age if eligible with reduction equal to 6% per year for each year by which commencement date precedes Normal Retirement Date.

Withdrawal of Participant Contributions

(a) Non-vested participants (less than 5 years of service) will receive a return of their contributions plus interest.

(b) Vested participants may withdraw their contributions plus interest any time before annual payments commence. Withdrawal of participant contributions will reduce the annual benefit payable to the participant.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Section XXVII: Pacific Missile Range Facility (continued)

Spouse's Benefit

Eligibility

Death after becoming eligible for a vested benefit. Benefit commences no earlier than earliest retirement date which could have been elected by deceased participant.

Benefit

Accrued benefit at time of death, adjusted as if participant had retired on date payments to spouse commence under joint and 50% survivorship option, and then died.

Normal Form of Benefit

Single

Life annuity.

Married

Reduced 50% joint and survivorship annuity.

Optional Forms of Benefit

(1) Life annuity.
(2) 50% joint and survivorship annuity.
(3) 75% joint and survivorship annuity.
(4) 100% joint and survivorship annuity (N/A for terminations).
(5) 5- or 10-years period certain life (N/A for terminations).

Contributions

Employer

The Company will contribute amounts required for Plan benefits not provided for by employee contributions.

Employee

3% of the Participants' base compensation.

Summary of Changes from the January 1, 2024 Valuation

L3Harris Pension Plan for Employees at Pacific Missile Range Facility was merged into L3Harris Technologies Consolidated Pension Plan effective December 31, 2024.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Line 26a – Schedule of Active Participant Data

Distribution of Active Participants Accruing Benefits as of January 1, 2025 – Age by Credited Service[1]

	Years of Credited Service																																			
	Under 1			1 - 4			5 - 9			10 - 14			15 - 19			20 - 24			25 - 29			30 - 34			35 - 39			40 & up			Total		
		Average			Average			Average			Average			Average			Average			Average			Average			Average			Average			Average		
Attained Age	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.	No.	Comp.	Cash Bal.
Under 25																																				
25 - 29																																				
30 - 34																																				
35 - 39							6			5			5																		16					
40 - 44							7			9			111	$143,585	$ 6,796	29	$160,930	$ 8,454													156	$146,209	$ 7,089			
45 - 49							5			13			68	$132,294	$ 6,740	65	$136,231	$ 6,878	18			1									170	$134,789	$ 6,918			
50 - 54							2			11			46	$129,570	$ 6,901	61	$118,463	$ 6,207	32	$135,355	$ 7,136	8									160	$125,973	$ 6,614			
55 - 59							2			11			59	$125,385	$ 6,742	72	$118,574	$ 6,704	38	$126,033	$ 6,608	39	$119,271	$ 6,036	16			1			238	$120,782	$ 6,662			
60 - 64							2			21	$111,365	$ 7,984	68	$115,237	$ 6,876	82	$114,265	$ 6,811	41	$123,196	$ 6,772	37	$107,418	$ 5,546	38	$123,168	$ 8,387	14			303	$115,887	$ 6,931			
65 - 69										3			41	$ 94,940	$ 6,172	29	$108,566	$ 6,714	13			9			9			12			116	$106,137	$ 6,544			
70 & up										1			6			1			5			5						1			19					
Total							24	$119,151	$ 5,324	74	$121,765	$ 7,383	404	$126,895	$ 6,747	339	$123,521	$ 6,815	147	$127,244	$ 6,831	99	$114,608	$ 5,839	63	$119,883	$ 8,231	28	$111,426	$ 6,514	1,178	$123,712	$ 6,785			

[1] Includes 25 Actives with duplicate records. Includes participants on leave of absence.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Line 26a – Schedule of Active Participant Data (continued)

Distribution of Active Participants with Average Frozen Annual Annuity Amounts as of January 1, 2025 – Age by Credited Service – Aerojet only[1]

	Years of Credited Service																					
	Under 1		1 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 - 39		40 & up		Total	
Attained Age	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit
Under 25																						
25 - 29																						
30 - 34							1														1	
35 - 39	3		7		1				7												18	
40 - 44	7		30	$ 2,005	6		5		2												50	$ 1,711
45 - 49	5		31	$ 2,080	27	$ 4,582	4		2												69	$ 2,888
50 - 54	5		35	$ 2,716	22	$ 5,587	7		5												74	$ 3,883
55 - 59	3		44	$ 2,719	31	$ 6,678	11		8		17		2								116	$ 4,665
60 - 64	6		51	$ 3,447	33	$ 6,978	12		18		32	$ 11,650	32	$ 6,617	8		2		10		204	$ 6,736
65 - 69	2		20	$ 3,938	17		12		10		19		7		5		6		22	$ 2,580	120	$ 6,496
70 & up					2		1						3				2		3		11	
Total	31	$ 532	218	$ 2,742	139	$ 5,990	53	$ 5,565	52	$ 8,801	68	$ 10,391	44	$ 6,405	13		10		35	$ 2,554	663	$ 5,025

[1] Includes 16 Actives with duplicate records.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Line 26a – Schedule of Active Participant Data (continued)

Distribution of Active Participants with Average Frozen Annual Annuity Amounts as of January 1, 2025 – Age by Credited Service[1]

	Years of Credited Service																					
	Under 1		1 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 - 39		40 & up		Total	
Attained Age	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit	No.	Avg. Frozen Benefit
Under 25																						
25 - 29																						
30 - 34																						
35 - 39	10		40	$ 1,515	1		3														54	$ 1,927
40 - 44	18		74	$ 2,662	56	$ 5,541	71	$ 16,211	18												237	$ 8,416
45 - 49	18		62	$ 2,550	47	$ 7,427	67	$ 16,824	94	$ 24,464	30	$ 36,694	1								319	$ 15,947
50 - 54	12		68	$ 3,898	55	$ 8,131	57	$ 19,926	65	$ 26,820	74	$ 37,136	12								343	$ 19,977
55 - 59	16		108	$ 3,001	70	$ 8,979	85	$ 21,248	76	$ 29,021	51	$ 37,861	72	$ 51,539	15						493	$ 23,381
60 - 64	28	$ 3,034	116	$ 3,460	102	$ 11,005	127	$ 23,130	119	$ 23,648	49	$ 38,189	55	$ 47,714	54	$ 63,313	17				667	$ 24,127
65 - 69	10		63	$ 2,417	44	$ 11,865	50	$ 25,514	31	$ 23,640	17		28	$ 45,535	17		22	$ 66,118	7		289	$ 25,657
70 & up	1		12		11		6		5		2		5		6		3		3		54	$ 24,664
Total	113	$ 1,708	543	$ 2,926	386	$ 9,015	466	$ 20,679	408	$ 24,947	223	$ 36,962	173	$ 48,433	92	$ 60,592	42	$ 60,196	10		2,456	$ 20,523

[1] Includes 142 Actives with duplicate records. Also includes participants on leave of absence and transferred participants. There are 435 Actives, 70 of which are duplicates, included with both a frozen annuity and non-accruing account balance.

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Schedule SB, Line 26a – Schedule of Active Participant Data (continued)

Distribution of Active Participants with Average Non-Accruing Account Balances as of January 1, 2025 – Age by Credited Service[1]

	Years of Credited Service																					
	Under 1		1 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		35 - 39		40 & up		Total	
Attained Age	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance	No.	Avg. Account Balance
Under 25																						
25 - 29																						
30 - 34																						
35 - 39	12		1																		13	
40 - 44	30	$ 21,696	7		7		1														45	$ 20,630
45 - 49	48	$ 33,799	11		15		4														78	$ 30,853
50 - 54	43	$ 43,826	9		29	$ 33,458	9		3		1		2								96	$ 36,356
55 - 59	46	$ 54,371	26	$ 24,402	34	$ 53,720	20	$ 39,049	4		1		5		1						137	$ 43,674
60 - 64	50	$ 54,512	28	$ 20,461	37	$ 56,189	19		29	$ 4,136	2		2		11		5				183	$ 37,308
65 - 69	16		13		10		9		11		4		3		3		4		4		77	$ 32,451
70 & up	6		3		4		2		2				1		3						21	$ 17,137
Total	251	$ 42,040	98	$ 21,894	136	$ 45,051	64	$ 42,583	49	$ 7,953	8		13		18		9		4		650	$ 34,745

[1] Includes 79 Actives with duplicate records. Also includes participants on leave of absence and transferred participants. There are 435 Actives, 70 of which are duplicates, included with both a frozen annuity and non-accruing account balance.

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

Funding assumptions and methods selection and rationale

The following assumptions were selected by the plan's enrolled actuary. The asset valuation method was selected by the plan sponsor with the actuary's advice and is an acceptable method under the applicable provisions of the Internal Revenue Code and associated regulations.

The interest rates and mortality assumption used for this measurement are prescribed by law.

The economic assumption that has a significant effect on the measurement and that the actuary has selected is the expected rate of return on plan assets. The expected asset return assumption was based on an analysis of long term expected returns for the asset classes in which the plan's assets were invested as of the measurement date. Demographic and other non-economic assumptions having a significant impact on the measurement of the Funding Target are retirement rates, withdrawal rates and the frequency of optional forms of payment. For all the legacy Harris pension subplans, the retirement rates, withdrawal rates, and the frequency of optional forms of payment are based on an experience study completed in 2024. Anticipated future experience is assumed to be similar to the results of the study. For all the legacy L3 pension subplans and the Aerojet subplan, the retirement rates, withdrawal rates, and the frequency of optional forms of payment were set to the assumptions used by the prior actuary. These assumptions are based on the plan sponsor's anticipated experience. Actual experience is reviewed each year and compared to the assumption. Changes are then made, as appropriate, based on this review.

Use of Models

Gallagher uses third-party software in the performance of annual actuarial valuations and projections. The model is intended to calculate the liabilities associated with the provisions of the plan using data and assumptions as of the measurement date under the funding rules specified in this report. Further, the model applies those funding rules to the liabilities derived and other inputs, such as plan assets and contributions, to generate many of the exhibits found in this report. Gallagher has an extensive review process whereby the results of the liability calculations are checked using detailed sample output, changes from year to year are summarized by source, and significant deviations from expectations are investigated. Other funding outputs are similarly reviewed in detail and at a high level for accuracy, reasonability and consistency with prior results. Gallagher also reviews the model when significant changes are made to the software. The review is performed by experts within the company who are familiar with applicable funding rules as well as the manner in which the model generates its output.

Future actuarial measurements

Future actuarial measurements may differ significantly from current measurements due to plan experience differing from that anticipated by the actuarial assumptions, changes expected as part of the natural operation of the methodology used for these measurements, and changes in plan provisions, applicable law or regulations. An analysis of the potential range of such future differences is beyond the scope of this report. However, an assessment of risks for the plan was performed.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Prescribed Funding Assumptions and Methods

The following assumptions and methods are prescribed by ERISA, as currently amended.

Interest rates

	2025 Plan Year [1]	2024 Plan Year [2]
Funding Rates – Constrained *		
First Segment Rate	5.07%	4.75%
Second Segment Rate	5.31%	4.87%
Third Segment Rate	5.50%	5.59%
Effective Interest Rate	5.35%	5.07%
Funding Rates – Unconstrained **		
First Segment Rate	5.07%	3.62%
Second Segment Rate	5.33%	4.46%
Third Segment Rate	5.36%	4.52%
Effective Interest Rate	5.32%	4.41%

* Used for minimum funding and benefit restriction purposes.

** Used for maximum tax-deduction, ERISA Section 4010 reporting and low-default-risk obligation measure purposes.

The interest rates used for funding purposes are the Segment Rates with 4-month lookback, constrained in accordance with relevant legislation.

Mortality

Non-disabled

Mortality tables mandated by applicable law and regulation as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, and as amended by IRS Notice 2024-42, applied on a fully generational basis using the IRS 2024 Adjusted Scale MP-2021 Rates mortality improvement scale.

Disabled

For Aerojet subplan, Revenue Ruling 96-7 disabled mortality for males and females.

[1] Reflects post-12/31/2024-merger values including L3Harris Pension Plan for Employees at Pacific Missile Range Facility, The Cooperative Pension Income Plan, L3Harris Combat Propulsion Systems Pension Plan and L3Harris Ocean Systems Pension Plan for Hourly Employees.

[2] Reflects post-12/31/2023-merger values including Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Prescribed Funding Assumptions and Methods (continued)

Lump Sum interest and mortality (where applicable):

Interest Rate:	Forward rates implied by the funding interest rates (annuity substitution rule)
Mortality:	2025 IRC 417(e) Applicable Mortality table, as amended by IRS Notice 2024-42

Actuarial cost method

The Funding Target is the present value of accrued benefits based on compensation and service to date. The Target Normal Cost is the present value of benefits expected to be accrued during the current plan year, reflecting the effect of expected compensation increases during the year and including expected plan related expenses to be paid from plan assets during the year.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – All Groups

Expenses

Expected plan related expenses equal to prior year plan related expenses, excluding the prior year PBGC premiums plus current year PBGC premium were added to the Target Normal Cost. This amount is equal to $11,342,862.

Salary increase assumption (where applicable)

3.00% annually.

Cash Balance Accumulation Rate (where applicable)

Current and Future Years:	4.50%
Prior Year:	4.50%

Asset valuation method

The Actuarial Value of Assets is market value as of the valuation date, including the discounted value of accrued contributions, reduced by 2/3 of the gain/(loss) for the immediately preceding plan year and reduced by 1/3 of the gain/(loss) for the plan year before that. The gain/(loss) for each period is determined as the actual return on market value during the period less the expected return on market value based on an assumed earnings rate chosen by the actuary but required by current law and regulation to be not greater than the applicable third Segment Rate. The resulting value is constrained to be within a corridor of 90% to 110% of market value, including discounted receivable contributions.

	Actuary's Assumption	Third Segment Rate	Reflecting Limit
2025 Expected Return [1]	7.50%	5.50%	5.50%
2024 Expected Return [2]	7.50%	5.59%	5.59%
2023 Expected Return [3]	7.50%	5.74%	5.74%

[1] Reflects post-12/31/2024-merger values including L3Harris Pension Plan for Employees at Pacific Missile Range Facility, The Cooperative Pension Income Plan, L3Harris Combat Propulsion Systems Pension Plan and L3Harris Ocean Systems Pension Plan for Hourly Employees.

[2] Reflects post-12/31/2023-merger values including Aerojet Rocketdyne (GenCorp) Consolidated Pension Plan.

[3] Reflects pre-merger values.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Salaried

PEP Benefit Accumulation Rate

Post 2011 Terminations: 4.25%
Pre 2011 Terminations: 1.55%

Kodak Cash Balance Accumulation Rate

4.50%

Frequency of optional payment forms

Optional Form	Probability
50% J&S	30%
100% J&S	30%
Life Annuity	40%
Lump Sum (PEP & Cash Balance only)	100%

Marital percentage

70% of participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Salaried (continued)

Retirement rates

Age	Normal Retirement Rates	Standard Early Retirement Rates	Special Early Retirement Rates
50	-	-	6.00%
51	-	-	7.50%
52	-	-	10.00%
53	-	-	7.50%
54	-	-	7.50%
55	-	8.00%	7.50%
56	-	6.25%	7.50%
57	-	6.50%	7.50%
58	-	6.50%	7.50%
59	-	7.25%	12.00%
60	-	8.50%	17.00%
61	-	8.50%	16.00%
62	-	14.00%	24.00%
63	-	12.00%	20.00%
64	-	14.00%	22.50%
65	30.00%	-	-
66	30.00%	-	-
67	30.00%	-	-
68	30.00%	-	-
69	30.00%	-	-
70	100.00%	-	-

Terminated vested participants are assumed to retire at age 65. Terminated vested participants that were eligible for early retirement at the time of termination are assumed to commence receiving benefits at age 60.

Disability rates

Age	Rates
25	0.03%
30	0.03%
35	0.03%
40	0.04%
45	0.08%
50	0.21%
55	0.45%
60	1.01%
65	0.00%

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Salaried (continued)

Withdrawal rates for active participants not eligible for retirement

Age	Rates
25	14.00%
30	12.50%
35	9.04%
40	7.40%
45	7.40%
50	7.40%
55	7.40%
60	7.40%
65	0.00%

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Communications Solutions Bargaining Unit

Frequency of optional payment forms

Optional Form	Probability
50% J&S	20%
75% J&S	10%
Life Annuity	70%

Marital percentage

70% of participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

Retirement rates

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – EDO Corporation

Frequency of optional payment forms

Optional Form	Probability
50% J&S	30%
100% J&S	30%
Life Annuity	40%
Lump Sum (Cash Balance Accumulation only)	100%

Marital percentage

70% of participants are assumed to be married at death. Husbands are assumed to be 2 years older than their wives.

Retirement rates

Age	Rates
55	7.50%
56	7.50%
57	7.50%
58	7.50%
59	12.00%
60	17.00%
61	16.00%
62	24.00%
63	20.00%
64	22.50%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – EDO Corporation (continued)

Disability rates

Age	Rates
25	0.09%
30	0.10%
35	0.13%
40	0.20%
45	0.33%
50	0.58%
55	1.02%
60	1.60%
65	2.28%
70	3.04%
75	3.84%

Withdrawal rates for active participants not eligible for retirement

Age	Rates
25	14.00%
30	12.50%
35	9.04%
40	7.40%
45	7.40%
50	7.40%
55	7.40%
60	7.40%
65	0.00%

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Technologies

Cost of Living Adjustment (EDS Only)

2.25%

Credit Based Benefit interest crediting rate (EDV Only)

5.25%

Employee Contributions Annual Earnings (EDS Only)

Current and Future Years:	4.25%
Prior Year:	4.25%

Frequency of optional payment forms

Aviation Products, Brashear, Certain Divisions, Corporate & Display Systems, KDI, and Narda:

100% of single participants elect a life annuity, and 100% of married participants elect a 50% joint and survivor annuity.

Election Devices Salaried:

100% of participants are assumed to elect a five-year certain annuity.

Election Devices Value:

70% of male participants are assumed to take a 50% joint and survivor annuity, while 30% are assumed to take a life annuity. 55% of female participants are assumed to take a 50% joint and survivor annuity, while 45% are assumed to take a life annuity.

Cash Balance Benefits

100% Lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Technologies (continued)

Retirement rates

Age	Aviation Products II	Brashear	Certain Divisions	Corporate and Display Systems	Electron Devices Salaried	Electron Devices Value	KDI	Narda
50	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
51	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
52	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
53	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
54	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
55	5.00%	5.00%	15.00%	5.00%	20.00%	10.00%	0.00%	3.00%
56	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
57	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
58	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
59	5.00%	5.00%	10.00%	5.00%	10.00%	5.00%	0.00%	3.00%
60	15.00%	10.00%	10.00%	5.00%	15.00%	15.00%	0.00%	3.00%
61	15.00%	10.00%	10.00%	5.00%	15.00%	15.00%	0.00%	3.00%
62	15.00%	20.00%	30.00%	20.00%	15.00%	20.00%	0.00%	20.00%
63	15.00%	20.00%	5.00%	10.00%	15.00%	20.00%	0.00%	5.00%
64	15.00%	35.00%	5.00%	10.00%	15.00%	20.00%	0.00%	5.00%
65	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
66	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
67	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
68	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
69	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%	20.00%
70	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Aviation Products II Segment –

Terminated Vested participants are assumed to follow a 15% rate of retirement for ages from 55 to 64 and 100% rate of retirement for ages 65 and up.

Brashear, Certain Divisions, Corporate and Display Systems, KDI, and Narda Segments –

Terminated Vested assumed to retire at age 65.

Electron Devices Salaried Segment –

Terminated Vested participants who met the “Rule of 75” eligibility at termination are assumed to retire immediately and Non-“Rule of 75” participants are assumed to retire at age 65.

Electron Devices Value –

Terminated vested are assumed to retire at Age 60. Layoffs within 6 years of retirement are assumed to retire at their earliest retirement age.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Technologies (continued)

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

Age	Aviation Products II
25	13.00%
30	10.00%
35	10.00%
40	5.00%
45	5.00%
50	3.00%
55	3.00%
58+	0.00%

	Brashear	
Age	Male	Female
25	14.94%	22.46%
30	10.42%	14.94%
35	7.38%	10.42%
40	4.32%	7.38%
45	2.68%	4.32%
50	0.90%	2.68%
55	0.00%	0.90%
58+	0.00%	0.00%

Age	Certain Divisions
25	24.00%
30	19.50%
35	15.00%
40	12.50%
45	10.00%
50	5.00%
53+	0.00%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Technologies (continued)

Age	Corporate and Display Systems
20	21.20%
25	15.80%
30	11.60%
35	8.40%
40	6.20%
45	4.20%
50	2.60%
55	1.00%
56+	0.00%

Service	Electron Devices Value
0-7	8.50%
8	7.50%
9	6.50%
10	5.50%
11	5.00%
12	4.50%
13	4.00%
14	3.50%
15	3.20%
16	2.70%
17-18	2.50%
19-20	2.00%
21-23	1.50%
24+	1.00%

Withdrawal is not assumed after age 49.

Age	Narda
20	15.00%
25	15.00%
30	15.00%
35	10.00%
40	7.00%
45	5.00%
50+	3.00%

KDI and Electron Devices Salaried do not assume that active participants will withdraw.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Communication Systems

Annual Earnings (CS East Salaried only)

Current and Prior Years

PPA and VPA accounts:	4.25%
Employee Contributions:	4.25%

Frequency of optional payment forms

CS West II:

For non-cash balance benefits, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 100% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

CS East Salaried:

For non-cash balance, Personal Pension Account (PPA), or Voluntary Pension Account (VPA) benefits, unmarried participants are assumed to take a 5-year certain and life annuity under the GE Trans Ops Benefit Formula or a life annuity under the RIP Benefit Formula, and married participants are assumed to take a 50% Qualified joint and survivor annuity with a pop-up annuity for the first five years. Cash balance, PPA, and VPA benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	CS West II	CS East Salaried
55	3.00%	6.00%
56	3.00%	4.00%
57	3.00%	4.00%
58	3.00%	4.00%
59	3.00%	4.00%
60	3.00%	15.00%
61	3.00%	15.00%
62	15.00%	15.00%
63	15.00%	15.00%
64	15.00%	15.00%
65	25.00%	25.00%
66-69	20.00%	20.00%
70	100.00%	100.00%

Terminated vested participants are assumed to retire at age 65.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Communication Systems (continued)

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

	CS West II	CS East Salaried	
Age	Unisex	Male	Female
20	7.00%	9.00%	12.00%
25	6.00%	7.50%	10.50%
30	6.00%	6.00%	9.00%
35	4.00%	4.80%	7.20%
40	2.50%	3.60%	5.40%
45	2.50%	2.40%	3.60%
50	2.50%	0.00%	0.00%
55+	0.00%	0.00%	0.00%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Communication Systems West

Frequency of optional payment forms

For non-cash balance benefits, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 100% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Rates
55	3.00%
56	3.00%
57	3.00%
58	3.00%
59	3.00%
60	3.00%
61	3.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods –Communication Systems West (continued)

Withdrawal rates for active participants not eligible for retirement

Age	Rates
20	7.00%
25	6.00%
30	5.00%
35	4.00%
40	2.50%
45	2.50%
50	2.50%
55+	0.00%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Integrated Systems

Frequency of optional payment forms

For non-cash balance benefits, unmarried participants are assumed to take a life annuity (5-year certain and life for E-Systems Richardson and E-Systems Salaried participants), and married participants are assumed to take a 50% joint and survivor annuity. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants are assumed to be married. 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Rates
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	10.00%
61	10.00%
62	15.00%
63	15.00%
64	15.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Integrated Systems (continued)

Withdrawal rates for active participants not eligible for retirement

Age	Rates
25	10.2%
30	7.3%
35	5.4%
40	4.1%
45	3.3%
50	2.7%
55	0.0%
60	0.0%
65	0.0%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Link

Cost of Living Adjustment (NRPA Only)

2.25%

Frequency of optional payment forms

Except as described below, unmarried participants are assumed to take a life annuity, and married participants are assumed to take a 50% joint and survivor annuity.

100% of RTIS participants are assumed to elect payment in the form of a lump sum, as are those participants retiring with PRA accounts. Cash balance benefits are assumed to be distributed as a lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Link Non-Contributory	Link Contributory	Infrared
55	3.00%	10.00%	2.50%
56	3.00%	15.00%	2.50%
57	3.00%	20.00%	2.50%
58	3.00%	25.00%	5.00%
59	3.00%	30.00%	5.00%
60	8.00%	35.00%	7.50%
61	8.00%	40.00%	5.00%
62	15.00%	60.00%	15.00%
63	10.00%	50.00%	5.00%
64	10.00%	50.00%	5.00%
65	25.00%	25.00%	25.00%
66	20.00%	20.00%	20.00%
67	20.00%	20.00%	20.00%
68	20.00%	20.00%	20.00%
69	20.00%	20.00%	20.00%
70	100.00%	100.00%	100.00%

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Link (continued)

Withdrawal rates for active participants not eligible for retirement

Age	Link		Infrared	
	Male	Female	Male	Female
25	19.00%	17.20%	10.20%	10.20%
30	14.20%	11.90%	7.30%	7.30%
35	13.50%	7.70%	5.40%	5.40%
40	9.25%	4.90%	4.10%	4.10%
45	5.75%	2.90%	3.30%	3.30%
50	4.50%	1.50%	2.70%	2.70%
55	2.70%	0.90%	2.20%	2.20%
60	0.0%	0.0%	1.90%	1.90%
65	0.0%	0.0%	0.0%	0.0%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Electrodynamics

Frequency of optional payment forms

Life annuity for unmarried participants. 50% joint and survivor for married participants.

Marital percentage

70% of male participants are assumed to be married at death. 55% of female participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Terminated vested participants are assumed to retire 100% at age 65.

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Aviation Products I

Frequency of optional payment forms

Single participants elect a life annuity, and Married participants elect a 50% joint and survivor annuity.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Rates
50	10.00%
51 - 59	5.00%
60 - 64	15.00%
65	25.00%
66 - 69	20.00%
70	100.00%

Terminated Vested participants are assumed to follow a 15% rate of retirement for ages from 55 to 64 and 100% rate of retirement for ages 65 and up.

Disability rates

None.

Withdrawal rates for active participants not eligible for retirement

Age	Rates
25	13.00%
30	10.00%
35	10.00%
40	5.00%
45	5.00%
50	3.00%
55	3.00%
60	0.00%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Aerojet

Frequency of optional payment forms

Active Participants:

	Program						
Form of Payment	A	B	C	D	E	F	G
Single Life Annuity	N/A	100%	N/A	N/A	75%	50%	80%
5-year Certain and Life	N/A	0%	N/A	N/A	0%	0%	0%
50% Joint and Survivor	N/A	0%	N/A	N/A	0%	25%	0%
100% Joint and Survivor	N/A	0%	N/A	N/A	25%	25%	20%

Deferred Vested Participants:

	Program						
Form of Payment	A	B	C	D	E	F	G
Single Life Annuity	30%	20%	100%	100%	50%	50%	30%
5-year Certain and Life	40%	25%	0%	0%	0%	0%	0%
50% Joint and Survivor	30%	0%	0%	0%	20%	20%	50%
100% Joint and Survivor	0%	55%	0%	0%	30%	30%	20%

Program H, California participants:

Form of Payment	Probability
Single Life Annuity	30%
55% Joint and Survivor	50%
100% Joint and Survivor	20%

Program H, Florida participants:

Form of Payment	Probability
Single Life Annuity	60%
100% Joint and Survivor	40%

Marital percentage

70% of male participants and 45% of female participants are assumed to be married. Husbands are assumed to be 2 years older than their wives.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Aerojet (continued)

Retirement rates

Active Participants:

	Program				
Age	B	E	F	G	H
55	5.00%	10.00%	5.00%	5.00%	10.00%
56	5.00%	10.00%	5.00%	5.00%	10.00%
57	5.00%	10.00%	5.00%	5.00%	10.00%
58	5.00%	10.00%	5.00%	5.00%	10.00%
59	5.00%	10.00%	5.00%	5.00%	10.00%
60	10.00%	15.00%	10.00%	10.00%	15.00%
61	10.00%	15.00%	10.00%	10.00%	15.00%
62	20.00%	20.00%	20.00%	20.00%	20.00%
63	20.00%	20.00%	20.00%	20.00%	20.00%
64	20.00%	30.00%	20.00%	20.00%	30.00%
65	30.00%	30.00%	30.00%	30.00%	30.00%
66	30.00%	30.00%	30.00%	30.00%	30.00%
67	30.00%	30.00%	30.00%	30.00%	30.00%
68	30.00%	30.00%	30.00%	30.00%	30.00%
69	30.00%	30.00%	30.00%	30.00%	30.00%
70	100.00%	100.00%	100.00%	100.00%	100.00%

Deferred Vested Participants:

Age	Rates
57	10%
62	30%
65	90%
66	25%
67	25%
68	25%
69	25%
70	100%

Disability rates

None.

Withdrawal rate for active participants not eligible for retirement

7.50%

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – The Cooperative

Frequency of optional payment forms

100% of Terminated Vested participants are assumed to elect a Modified Cash Refund.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Terminated Vested participants are assumed to retire at age 62 or immediately if older.

Disability rates

None.

Withdrawal rates for active participants not eligible for retirement

None.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Combat Propulsion Systems

Frequency of optional payment forms

Combat Propulsion Systems Hourly: Single participants elect a life annuity, and Married participants elect a 55% joint and survivor annuity.

Combat Propulsion Systems Salaried: Single participants elect a life annuity, and Married participants elect a 50% joint and survivor annuity. Cash Balance accounts elect lump sum at retirement.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Hourly active participants eligible for subsidy proration

	Rates	
Age	Regular	Eligible for Supplement
55	3.00%	3.00%
56	3.00%	3.00%
57	3.00%	3.00%
58	5.00%	20.00%
59	5.00%	20.00%
60	5.00%	20.00%
61	5.00%	20.00%
62	100.00%	100.00%

These assumed rates for former employees of L3Harris eligible for additional eligibility service accruals are assumed to be the same while employed at RENK.

Terminated vested participants are assumed to retire at age 65.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Combat Propulsion Systems (continued)

Disability rates

Hourly active participants eligible for subsidy proration

Age	Rates
20	0.03%
25	0.03%
30	0.03%
35	0.03%
40	0.04%
45	0.06%
50	0.08%
55	0.14%
60	0.27%

These assumed rates for former employees of L3Harris eligible for additional eligibility service accruals are assumed to be the same while employed at RENK.

Withdrawal rates for active participants not eligible for retirement

Hourly active participants eligible for subsidy proration

Age	Rates
20	8.0%
25	7.1%
30	5.6%
35	4.1%
40	2.9%
45	1.9%
50	0.9%
55	0.0%

These assumed rates for former employees of L3Harris eligible for additional eligibility service accruals are assumed to be the same while employed at RENK.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Ocean Systems

Frequency of optional payment forms

Single participants elect a life annuity, and Married participants elect a 60% joint and survivor annuity.

Marital percentage

70% of male participants and 55% of female participants are assumed to be married. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Age	Rates
55	10.00%
56	5.00%
57	5.00%
58	5.00%
59	5.00%
60	15.00%
61	15.00%
62	50.00%
63	50.00%
64	50.00%
65	25.00%
66	20.00%
67	20.00%
68	20.00%
69	20.00%
70	100.00%

In addition, rate of at least 30% is assumed for the first year of 30 years of credited service attainment.
Terminated Vested participants are assumed to retire at age 65.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Ocean Systems (continued)

Disability rates

	Rates	
Age	Male	Female
25	0.09%	0.05%
25	0.09%	0.05%
30	0.12%	0.09%
35	0.15%	0.13%
40	0.24%	0.22%
45	0.33%	0.30%
50	0.64%	0.53%
55	0.94%	0.76%
60	1.36%	0.93%

Withdrawal rates for active participants not eligible for retirement

	Rates	
Age	Male	Female
20	9.90%	14.90%
25	9.90%	14.90%
30	7.35%	10.90%
35	4.80%	6.90%
40	3.20%	4.85%
45	1.60%	2.80%
50	0.80%	1.40%
55	0.00%	0.00%
60	0.00%	0.00%

Termination rates do not apply after early retirement age.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – Pacific Missile Range Facility

Employee contribution

Interest rates used to accumulate employee contributions with interest:

Current Year:	5.10%
Prior Year:	5.25%

Frequency of optional payment forms

Optional Form	Probability
50% J&S	30%
75% J&S	10%
Life Annuity	60%

Marital percentage

70% of participants are assumed to be married at death. Husbands are assumed to be 3 years older than their wives.

Retirement rates

Terminated vested participants are assumed to retire at age 65.

Disability rates

None assumed.

Withdrawal rates for active participants not eligible for retirement

None assumed.

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Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Non-Prescribed Funding Assumptions and Methods – All Groups

Summary of Changes from the January 1, 2024 Valuation

- The interest rate basis was updated to the current rates as specified in IRS Regulation 1.430(h)(2)-1. These rates are constrained in accordance with relevant legislation.
- The mortality assumption was updated according to the projection as specified in IRS Regulation 1.430(h)(3)-1, as amended in the Federal Register on October 20, 2023, in TD 9983, 88 FR 72357, and as amended by IRS Notice 2024-42, applied on a fully generational basis using the IRC 2024 Adjusted Scale MP-2021 Rates mortality improvement scale for Pacific Missile Range Facility, The Cooperative, Combat Propulsion Systems, and Ocean Systems.
- The mortality used for computing lump sums was updated to the 2025 IRC 417(e) Applicable Mortality table, as amended by IRS Notice 2024-42 for the applicable subplans.
- Frequency of optional forms and marriage assumptions were updated for Pacific Missile Range Facility, Communications Solutions Bargaining Unit, EDO Corporation and Salaried based on an experience study.
- Terminated vested commencement age was updated for Communications Solutions Bargaining Unit and Salaried based on an experience study.
- Retirement and Termination rates were updated for EDO Corporation and Salaried based on an experience study.
- Contribution projection interest rate used to accumulate employee contributions for Pacific Missile Range Facility was changed from 5.25% to 5.10%.
- The impact of the above changes in assumptions decreased the Funding Target.

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Schedule SB, Line 32 – Schedule of Amortization Bases

Date Established	Type Of Base	Years Remaining	Shortfall Amortization Installment	Present Value of Remaining Installments as of January 1, 2025
January 1, 2025	Shortfall	15	22,666,537	243,097,696
Total			$ 22,666,537	$ 243,097,696

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Schedule SB, Line 24 – Change in Actuarial Assumptions

- Frequency of optional forms and marriage assumptions were updated for Pacific Missile Range Facility, Communications Solutions Bargaining Unit, EDO Corporation and Salaried based on an experience study.
- Terminated vested commencement age was updated for Communications Solutions Bargaining Unit and Salaried based on an experience study.
- Retirement and Termination rates were updated for EDO Corporation and Salaried based on an experience study.
- Contribution projection interest rate used to accumulate employee contributions for Pacific Missile Range Facility was changed from 5.25% to 5.10%.
- The assumption changes listed above decreased the Funding Target.

L3Harris Technologies Consolidated Pension Plan
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Schedule SB, Line 7 – Explanation of Discrepancy in Prior Year Funding Standard Carryover Balance or Prefunding Balance.

Effective December 31, 2024, The Cooperative Pension Income Plan, L3Harris Combat Propulsion Systems Pension Plan, L3Harris Ocean Systems Pension Plan for Hourly Employees, and L3Harris Pension Plan for Employees at Pacific Missile Range Facility merged into the L3Harris Technologies Consolidated Pension Plan. The Prefunding Balance as of December 31, 2024 was developed independently for each plan based on each plan's rate of return (Line 10) and effective interest rate (Line 11(b)(1)). The amounts shown on Lines 7-12 are based on the totals of the merged plans. The chart below contains the details of the actual reconciliation for each of the plans. You will note that the amount shown under L3Harris Technologies Consolidated Pension Plan matches the amount shown on Line 13 of the 2024 Schedule SB for this plan.

Line		L3Harris Technologies Consolidated Pension Plan	The Cooperative Pension Income Plan	L3Harris Combat Propulsion Systems Pension Plan	L3Harris Ocean Systems Pension Plan for Hourly Employees	L3Harris Pension Plan for Employees at Pacific Missile Range Facility	Total
7	Prior Year Beginning Balance	$436,964,501	$ 1,906,923	$ 7,735,444	$ 2,961,281	$ 677,452	$450,245,601
8	Portion Elected for Offset	$ -	$ -	$ -	$ -	$ -	$ -
9	Line 7 minus line 8	$436,964,501	$ 1,906,923	$ 7,735,444	$ 2,961,281	$ 677,452	$450,245,601
10	Interest on line 9:	$ 36,573,929	$ 142,447	$ 577,838	$ 220,615	$ 50,673	$ 37,565,502
	2024 rate of return	8.37%	7.47%	7.47%	7.45%	7.48%	N/A
11a	Present Value of Excess Contributions	$ 22,890,513	$ -	$ -	$ -	$ -	$ 22,890,513
11b (1)	Interest on Excess:	$ 1,160,549	$ -	$ -	$ -	$ -	$ 1,160,549
	Prior Year Effective Rate	5.07%	4.97%	5.21%	4.97%	5.13%	N/A
11b (2)	Interest on 38b last year	$ -	$ -	$ -	$ -	$ -	$ -
11c	Total Available to Add to PFB	$ 24,051,062	$ -	$ -	$ -	$ -	$ 24,051,062
11d	Portion of 11c to be Added to PFB	$ 24,051,062	$ -	$ -	$ -	$ -	$ 24,051,062
12	Other Reductions	$ -	$ -	$ -	$ -	$ -	$ -
13	Balance at Beginning of Current Year	$497,589,492	$ 2,049,370	$ 8,313,282	$ 3,181,896	$ 728,125	$511,862,165

Notes:

- "2024 rate of return" was used to calculate Interest on line 9 and Interest on 38b last year.
- "Prior year effective rate" was used to calculate Interest on Excess.

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB, Line 15 – Reconciliation of Differences Between Valuation Results and Amounts Used to Calculate AFTAP

The AFTAP shown in Line 15 of the 2025 Schedule SB is the value that appears on the actual 2025 AFTAP Certification dated September 30, 2025, according to the values shown below:

Funding Target	$	6,751,885,345
Actuarial Value of Assets	$	7,020,649,814
Adjusted Funding Target	$	7,084,834,438
Adjusted Actuarial Value of Assets	$	7,353,598,907
Prefunding Balance	$	511,862,165
Annuity Purchase during 2023 and 2024 Plan Years for NHCE	$	332,949,093

The 2025 AFTAP of 103.79% cannot be directly calculated from the funding target and value of plan assets shown on the Schedule SB because of the omission of the annuity purchase during 2023 and 2024 plan years for NHCE.

L3Harris Technologies Consolidated Pension Plan

EIN/PN: 34-0276860 / 023

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

This table calculates the weighted average retirement age for all active persons in the plan

(1) Age	(2) Expected Active Headcount	(3) Retirement Rate	(4) Expected Retirements (2)*(3)	(5) Weighted Age (1)*(4)
50	965.1643	0.0002	0.2257	11.2838
51	1,037.8325	0.0011	1.1514	58.7211
52	1,118.3760	0.0018	2.0109	104.5686
53	1,215.6053	0.0018	2.2342	118.4152
54	1,303.3521	0.0020	2.6666	143.9952
55	1,399.2599	0.0226	31.6424	1,740.3302
56	1,512.6982	0.0368	55.7117	3,119.8577
57	1,629.3506	0.0373	60.7222	3,461.1671
58	1,745.7666	0.0405	70.6887	4,099.9459
59	1,882.6144	0.0479	90.2441	5,324.4045
60	2,002.0146	0.0843	168.7338	10,124.0257
61	2,078.0038	0.0969	201.2790	12,278.0213
62	2,129.2786	0.1826	388.8087	24,106.1420
63	1,960.5670	0.1575	308.7963	19,454.1649
64	1,878.8822	0.1663	312.5427	20,002.7346
65	1,761.3265	0.2715	478.1235	31,078.0279
66	1,419.9588	0.2436	345.8768	22,827.8681
67	1,170.0841	0.2427	283.9724	19,026.1488
68	969.0846	0.2422	234.6817	15,958.3585
69	781.1213	0.2399	187.3658	12,928.2394
70	629.4609	1.0000	629.4609	44,062.2643
71	23.0000	1.0000	23.0000	1,633.0000
72	14.0000	1.0000	14.0000	1,008.0000
73	15.0000	1.0000	15.0000	1,095.0000
74	5.0000	1.0000	5.0000	370.0000
75	2.0000	1.0000	2.0000	150.0000
76	4.0000	1.0000	4.0000	304.0000
77	3.0000	1.0000	3.0000	231.0000
78	4.0000	1.0000	4.0000	312.0000
79	1.0000	1.0000	1.0000	79.0000
80	0.0000	1.0000	0.0000	0.0000
81	1.0000	1.0000	1.0000	81.0000
82	2.0000	1.0000	2.0000	164.0000
83	2.0000	1.0000	2.0000	166.0000
84	0.0000	1.0000	0.0000	0.0000
85	0.0000	1.0000	0.0000	0.0000
86	0.0000	1.0000	0.0000	0.0000
87	0.0000	1.0000	0.0000	0.0000
88	0.0000	1.0000	0.0000	0.0000
89	0.0000	1.0000	0.0000	0.0000
90	0.0000	1.0000	0.0000	0.0000
91	0.0000	1.0000	0.0000	0.0000
92	0.0000	1.0000	0.0000	0.0000
93	2.0000	1.0000	2.0000	186.0000
Total			**3,934.9397**	**255,807.6849**
Weighted Average Retirement Age = 255,807.6849 / 3,934.9397				**65.01**
Rounded Weighted Average Retirement Age				**65**

Note to Column 2: The Expected Active Headcount for each age includes persons who are eligible to retire and persons who are not eligible to retire at each age.

Note to Column 3: At each age, these retirement rates are a weighted average of the rates shown in Attachment to Part V for active participants eligible to retire at the age and zero for all other active participants.

General note: The table presents values rounded to fewer significant digits than used in the calculation.

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	$ 14,246,090	$ 33,732,260	$ 515,405,850	$ 563,384,200
2026	$ 20,207,648	$ 40,941,251	$ 499,854,873	$ 561,003,772
2027	$ 26,106,401	$ 33,934,052	$ 483,199,195	$ 543,239,648
2028	$ 30,751,161	$ 40,128,693	$ 467,893,836	$ 538,773,690
2029	$ 35,131,862	$ 47,656,602	$ 452,404,456	$ 535,192,920
2030	$ 38,837,912	$ 52,426,765	$ 436,705,480	$ 527,970,157
2031	$ 41,791,667	$ 55,816,053	$ 419,929,446	$ 517,537,166
2032	$ 44,145,911	$ 58,591,044	$ 401,971,141	$ 504,708,096
2033	$ 46,226,543	$ 62,803,320	$ 384,392,503	$ 493,422,366
2034	$ 47,911,981	$ 63,996,023	$ 366,771,621	$ 478,679,625
2035	$ 49,187,517	$ 65,965,587	$ 349,417,729	$ 464,570,833
2036	$ 50,201,343	$ 68,154,816	$ 332,042,520	$ 450,398,679
2037	$ 50,989,265	$ 68,482,824	$ 314,537,809	$ 434,009,898
2038	$ 51,622,320	$ 69,984,515	$ 296,890,647	$ 418,497,482
2039	$ 52,043,948	$ 70,272,606	$ 279,154,879	$ 401,471,433
2040	$ 52,353,179	$ 70,476,046	$ 261,409,892	$ 384,239,117
2041	$ 52,363,628	$ 70,807,146	$ 243,711,763	$ 366,882,537
2042	$ 52,344,164	$ 70,017,000	$ 226,158,836	$ 348,520,000
2043	$ 52,181,866	$ 70,021,531	$ 208,819,131	$ 331,022,528
2044	$ 51,782,762	$ 69,161,489	$ 191,765,119	$ 312,709,370
2045	$ 51,186,410	$ 67,245,630	$ 175,077,201	$ 293,509,241
2046	$ 50,365,349	$ 65,689,576	$ 158,839,977	$ 274,894,902
2047	$ 49,371,891	$ 63,913,634	$ 143,136,757	$ 256,422,282
2048	$ 48,074,355	$ 61,660,772	$ 128,053,569	$ 237,788,696
2049	$ 46,476,093	$ 59,178,823	$ 113,674,941	$ 219,329,857
2050	$ 44,594,650	$ 56,650,894	$ 100,083,564	$ 201,329,108
2051	$ 42,637,790	$ 53,866,683	$ 87,355,009	$ 183,859,482
2052	$ 40,512,409	$ 50,905,313	$ 75,553,344	$ 166,971,066
2053	$ 38,276,620	$ 47,704,488	$ 64,728,898	$ 150,710,006
2054	$ 35,978,805	$ 44,570,928	$ 54,914,886	$ 135,464,619
2055	$ 33,591,753	$ 41,394,386	$ 46,125,087	$ 121,111,226
2056	$ 31,243,231	$ 38,218,569	$ 38,352,342	$ 107,814,142
2057	$ 28,916,543	$ 35,076,045	$ 31,568,937	$ 95,561,525
2058	$ 26,636,801	$ 32,005,010	$ 25,728,258	$ 84,370,069
2059	$ 24,420,813	$ 29,038,859	$ 20,767,561	$ 74,227,233
2060	$ 22,279,474	$ 26,204,853	$ 16,611,815	$ 65,096,142
2061	$ 20,238,292	$ 23,524,445	$ 13,177,666	$ 56,940,403
2062	$ 18,302,557	$ 21,013,100	$ 10,377,582	$ 49,693,239
2063	$ 16,479,513	$ 18,680,087	$ 8,123,924	$ 43,283,524
2064	$ 14,773,202	$ 16,529,266	$ 6,332,309	$ 37,634,777
2065	$ 13,184,881	$ 14,559,737	$ 4,924,271	$ 32,668,889
2066	$ 11,713,550	$ 12,766,934	$ 3,829,059	$ 28,309,543
2067	$ 10,356,397	$ 11,143,471	$ 2,984,602	$ 24,484,470
2068	$ 9,109,376	$ 9,680,128	$ 2,337,960	$ 21,127,464
2069	$ 7,967,815	$ 8,366,622	$ 1,845,015	$ 18,179,452
2070	$ 6,926,674	$ 7,192,194	$ 1,469,839	$ 15,588,707
2071	$ 5,980,955	$ 6,146,275	$ 1,183,846	$ 13,311,076
2072	$ 5,125,911	$ 5,218,734	$ 964,715	$ 11,309,360
2073	$ 4,357,113	$ 4,400,052	$ 795,372	$ 9,552,537
2074	$ 3,670,399	$ 3,681,361	$ 662,967	$ 8,014,727

L3Harris Technologies Consolidated Pension Plan
EIN/PN: 34-0276860 / 023

Schedule SB – Summary of Plan Merger Details

Effective December 31, 2024, The Cooperative Pension Income Plan, L3Harris Combat Propulsion Systems Pension Plan, L3Harris Ocean Systems Pension Plan for Hourly Employees, and L3Harris Pension Plan for Employees at Pacific Missile Range Facility merged into the L3Harris Technologies Consolidated Pension Plan. The following is a summary of each plan's EIN and PN prior to the merger.

Plan Sponsor's Name	EIN	PN
L3Harris Technologies Consolidated Pension Plan	34-0276860	023
The Cooperative Pension Income Plan	34-0276860	037
L3Harris Combat Propulsion Systems Pension Plan	34-0276860	022
L3Harris Ocean Systems Pension Plan for Hourly Employees	34-0276860	033
L3Harris Pension Plan for Employees at Pacific Missile Range Facility	34-0276860	235

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
L3HARRIS TECHNOLOGIES CONSOLIDATED PENSION PLAN

1b Three-digit plan number (PN) ▶ 023

1c Effective date of plan 05/01/1997

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)
L3HARRIS TECHNOLOGIES, INC.

1025 WEST NASA BOULEVARD

MELBOURNE FL 32919-0001

2b Employer Identification Number (EIN) 34-0276860

2c Plan Sponsor's telephone number 321-724-3554

2d Business code (see instructions) 333200

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	[signature]	10/05/2026	ANDREA HARTMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2025)
v. 250312

518401 12-22-25

18210923 756800 2039620 2025.04030 L3HARRIS TECHNOLOGIES, IN 20396201

3a Plan administrator's name and address ☐ Same as Plan Sponsor
EMPL. BEN. COM. L3HARRIS TECH. INC.

1025 WEST NASA BOULEVARD
MELBOURNE FL 32919-0001

3b Administrator's EIN
34-0276860

3c Administrator's telephone number
321-724-3554

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

4b EIN
4d PN

5 Total number of participants at the beginning of the plan year	**5**	56,703
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)**	4,320
a (2) Total number of active participants at the end of the plan year	**6a(2)**	3,793
b Retired or separated participants receiving benefits	**6b**	15,828
c Other retired or separated participants entitled to future benefits	**6c**	12,854
d Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	32,475
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	2,630
f Total. Add lines **6d** and **6e**	**6f**	35,105
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)**	
(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**	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
1A 1C 1E 3F 3H

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

9a Plan funding arrangement (check all that apply)
- (1) ☐ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)
- (1) ☒ Insurance
- (2) ☐ Code section 412(e)(3) insurance contracts
- (3) ☒ Trust
- (4) ☐ General assets of the sponsor

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

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

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

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
L3Harris Technologies Consolidated Pension Plan

B Three-digit plan number (PN) ▶ 023

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
L3Harris Technologies, Inc.

D Employer Identification Number (EIN)
34-0276860

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**	7,353,532,834
b Actuarial value	**2b**	7,020,649,814

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	38,007	5,178,474,130	5,178,474,130
b For terminated vested participants	14,376	913,770,713	913,770,713
c For active participants	4,320	636,078,161	659,640,502
d Total	56,703	6,728,323,004	6,751,885,345

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**	5.35%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	1,167,052
b Expected plan-related expenses	**6b**	11,342,862
c Target normal cost	**6c**	12,509,914

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

SB
SCOTT BERGER
Signature of actuary

9/18/2026
Date

SCOTT BERGER
Type or print name of actuary

2606644
Most recent enrollment number

BUCK GLOBAL, LLC
Firm name

201-902-2300
Telephone number (including area code)

200 JEFFERSON PARK
2ND FLOOR
WHIPPANY NJ 07981
Address of the firm

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

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	450,245,601
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)	0	450,245,601
10	Interest on line 9 using prior year's actual return of 8.37 %	0	37,565,502
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		22,890,513
	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 5.07 %		1,160,549
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		24,051,062
	d Portion of (c) to be added to prefunding balance		24,051,062
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	511,862,165

Part III Funding Percentages

14	Funding target attainment percentage	14	96.39 %
15	Adjusted funding target attainment percentage	15	103.79 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	100.24 %
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
10/30/2025	2,500,000	0			
01/29/2026	5,700,000	0			
04/29/2026	4,400,000	0			
07/29/2026	4,400,000	0			
			Totals ► 18(b)	17,000,000	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	15,943,962

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:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

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**	12,509,914
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	243,097,696	22,666,537
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**	35,176,451

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	19,232,489	19,232,489

36 Additional cash requirement (line 34 minus line 35)	**36**	15,943,962
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	15,943,962

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

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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