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
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1992

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
LABORATORY CORPORATION OF AMERICA HOLDINGS

531 S. SPRING STREET
BURLINGTON, NC 27215

2b Employer Identification Number (EIN)
13-3757370

2c Plan Sponsor's telephone number
336-222-7566

2d Business code (see instructions)
621510

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	FALCK, CHARLES
	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 [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	8934
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)**	6036
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	4430
b	Retired or separated participants receiving benefits	**6b**	888
c	Other retired or separated participants entitled to future benefits	**6c**	1327
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	6645
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	264
f	Total. Add lines **6d** and **6e**.	**6f**	6909
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

1A 1C 1I

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

9a Plan funding arrangement (check all that apply)		**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) [X]	Trust	**(3)** [X]	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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE 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
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
LABORATORY CORPORATION OF AMERICA HOLDINGS

D Employer Identification Number (EIN)
13-3757370

E Type of plan: [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**	196419383
b Actuarial value	**2b**	193826744

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	891	38842713	38842713
b For terminated vested participants	2007	40858411	40858411
c For active participants	6036	106595635	106595635
d Total	8934	186296759	186296759

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**	5.30 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2588180
c Target normal cost	**6c**	2588180

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

08/06/2026
Date

NATHAN BRAGG
Type or print name of actuary

26-07999
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

704-620-6480
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
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	32729315
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4724939
9	Amount remaining (line 7 minus line 8)	0	28004376
10	Interest on line 9 using prior year's actual return of 4.93 %	0	1380616
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 4.96 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29384992

Part III Funding Percentages

14	Funding target attainment percentage	14	88.26 %
15	Adjusted funding target attainment percentage	15	103.49 %
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	94.46 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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
0	0	0	0

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

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	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**	64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	2588180
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	21855007	2124763
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**	4712943

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4712943	4712943

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

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

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

A Name of plan
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LABORATORY CORPORATION OF AMERICA HOLDINGS

D Employer Identification Number (EIN)
13-3757370

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

NORTHERN TRUST CORPORATION

36-2723087

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

THE VANGUARD GROUP, INC.

23-1945930

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

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

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

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

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

WILLIS TOWERS WATSON LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 16 38 50	ACTUARIAL/RECORDKEEPING	1221993	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

NISA INVESTMENT ADVISORS LLC

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	INVESTMENT MANAGEMENT	265008	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

CAPTRUST FINANCIAL ADVISORS

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	INVESTMENT MANAGEMENT	120104	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

PRINCIPAL

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	63040	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
LABORATORY CORPORATION OF AMERICA HOLDINGS

D Employer Identification Number (EIN)
13-3757370

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE RUS 2000 IDX FD DC NL

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, 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)
45-6138589-096	C	1751367

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE S&P 400 IDX FD DC NL

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, 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)
45-6138589-105	C	5274086

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

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, 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)
45-6138589-002	C	13341398

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

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, 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)
45-6138589-084	C	29899

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LABORATORY CORPORATION OF AMERICA HOLDINGS

D Employer Identification Number (EIN)
13-3757370

Part I Asset and Liability Statement

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	10155	112612
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1835483	1336673
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5358682	3116953
(2) U.S. Government securities	1c(2)	8717371	7819910
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	132680009	89123432
(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)	25904017	20396750
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	14393068	11711073
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	7520261	17396298

		(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	196419046	151013701
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	488546	75103
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	488546	75103
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	195930500	150938598

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	189823	
(B) U.S. Government securities	2b(1)(B)	270291	
(C) Corporate debt instruments	2b(1)(C)	5188733	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	1052053	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		6700900
(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)	469383	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		469383
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	179827348	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	178583070	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1244278
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	3605907	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		3605907

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		3798423
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2471384
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		18290275
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	61082607	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		61082607
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)	744380	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	385112	
(6) Bank or trust company trustee/custodial fees	2i(6)	47574	
(7) Actuarial fees	2i(7)	75500	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	947004	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2199570
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		63282177
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-44991902
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: EISNERAMPER LLP **(2)** EIN: 87-1363769

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

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

Part IV Compliance Questions

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

During the plan year:

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

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 579835.

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
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LABORATORY CORPORATION OF AMERICA HOLDINGS

D Employer Identification Number (EIN)
13-3757370

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

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

EIN(s): 56-6414714 41-6257133

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

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 | 2022

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: 19.0 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 77.0 %
High-Yield Debt: 0.0 % Real Assets: 2.0 % Cash or Cash Equivalents: 2.0 % Other: 0.0 %

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

EISNERAMPER

LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2025 and 2024
(with supplemental information)

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Contents

	Page
Independent Auditors' Report	1 - 4
Financial Statements	
Statements of net assets available for benefits as of December 31, 2025 and 2024	5
Statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024	6
Notes to financial statements	7 - 16
Supplemental Information	
Schedule of assets (held at end of year) as of December 31, 2025	17 - 23
Schedule of reportable transactions for the year ended December 31, 2025	24

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INDEPENDENT AUDITORS' REPORT

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

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

We have performed audits of the financial statements of the Laboratory Corporation of America Holdings Cash Balance Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the 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.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinion

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

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

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

"EisnerAmper" is the brand name under which EisnerAmper LLP and Eisner Advisory Group LLC and its subsidiary entities provide professional services. EisnerAmper LLP and Eisner Advisory Group LLC are independently owned firms that practice in an alternative practice structure in accordance with the AICPA Code of Professional Conduct and applicable law, regulations and professional standards. EisnerAmper LLP is a licensed CPA firm that provides attest services, and Eisner Advisory Group LLC and its subsidiary entities provide tax and business consulting services. Eisner Advisory Group LLC and its subsidiary entities are not licensed CPA firms.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

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

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter

Supplemental Schedules Required by ERISA

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

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

In our opinion:

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

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



EISNERAMPER LLP
Raleigh, North Carolina
October 14, 2026

EISNERAMPER LLP

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

Statements of Net Assets Available for Benefits

(Dollars in Thousands)

	December 31,	
	2025	**2024**
Assets		
Investments at fair value:		
Collective trust funds	**$ 20,397**	$ 25,904
Corporate bonds	**99,363**	132,680
Municipal bonds	**7,157**	7,520
United States government securities	**7,820**	8,717
Mutual funds	**11,711**	14,393
Money market fund	**3,117**	5,359
Total investments at fair value	**149,565**	194,573
Cash	**113**	10
Receivables:		
Other receivable	**1,334**	1,836
Total assets	**151,012**	196,419
Liabilities		
Accrued expenses	**75**	489
Net assets available for benefits	**$ 150,937**	$ 195,930

See accompanying notes to financial statements

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

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

(Dollars in Thousands)

	2025	2024
Additions:		
Investment income:		
Net realized/unrealized appreciation in value of investments	**$ 11,120**	$ 2,662
Interest and dividends	**7,170**	7,076
Total additions	**18,290**	9,738
Deductions		
Benefits paid to participants	**61,083**	17,507
Administrative expenses	**2,200**	2,883
Total deductions	**63,283**	20,390
Net decrease	**(44,993)**	(10,652)
Net assets available for benefits as of beginning of year	**195,930**	206,582
Net assets available for benefits as of end of year	**$ 150,937**	$ 195,930

See accompanying notes to financial statements

(Dollars in Thousands)

NOTE A - DESCRIPTION OF THE PLAN

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

[1] General:

The Plan is a noncontributory defined benefit plan that provides certain retirement and death benefits to all non-union employees of Laboratory Corporation of America Holdings (the "Company" or "Plan Sponsor"). Effective December 31, 2009, the Plan was frozen and no new participants have been admitted to the Plan since that date. Prior to the freeze, employees who completed one year of service, attained age 21, and were not nonresident aliens were eligible to participate. As of December 31, 2009, participants in the Plan have not accrued any additional benefits after that date.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The trustee of the Plan is Principal Bank (the "Trustee") and the recordkeeper and actuary of the Plan is Willis Towers Watson Public Limited Company (the "Actuary"). The Plan is administered by the Company's Investment Committee (the "Committee"). The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Company's Board of Directors.

[2] Pension benefits:

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

In October 2025, the Plan Sponsor offered a one-time lump sum payout option to approximately 3,500 eligible participants. Approximately 1,300 participants elected the option, and lump sum payments totaling $35,215 were paid in December 2025. These payments are included in benefits paid to participants on the 2025 statement of changes in net assets available for benefits.

Participants may elect to receive their pension benefits in various forms as provided in the Plan document.

[3] Death benefits:

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

(Dollars in Thousands)

NOTE A - DESCRIPTION OF THE PLAN (CONTINUED)

[4] Participant accounts:

Under the Plan provisions, the Plan maintains hypothetical cash balance accounts for participants. Prior to the Plan freeze effective December 31, 2009, participants' accounts were credited annually with pay credits equal to a percentage of compensation, as defined in the Plan document, ranging from 2.25% to 6.00% based on credited service. No pay credits have been allocated since December 31, 2009.

Participants' accounts continue to receive interest credits at the end of each calendar year, as required by the Plan document. The interest credit rate was 4.00% for each of the years ended December 31, 2025 and 2024.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

[1] Basis of accounting:

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

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

[2] Subsequent events:

The Plan has evaluated subsequent events through October 14, 2026, the date the financial statements were available to be issued.

[3] Use of estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and benefit obligations and changes therein; disclosure of contingent assets and liabilities; and the actuarial present value of accumulated plan benefits as of December 31, 2024. Actual results could differ from those estimates.

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[4] Investment valuation and income recognition:

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

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

[5] Actuarial present value of accumulated plan benefits:

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable, under the Plan's provisions, to the service that employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

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

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

The significant actuarial assumptions used as of December 31, 2024 are summarized as follows:

Discount rate – 6.00%

Rate of return – 6.00%

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

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

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

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

The computation of the actuarial present value of accumulated plan benefits was made as of January 1, 2025. Had the valuation been performed as of December 31, 2024, there would be no material differences.

As of December 31, 2024, the accumulated plan benefits were as follows:

Actuarial present value of accumulated plan benefits:	
Vested benefits:	
Participants currently receiving payments	$ 36,638
Other participants	140,252
Total actuarial present value of accumulated plan benefits	$ 176,890

Changes in accumulated plan benefits for the year ending December 31, 2024 are summarized as follows:

Actuarial present value of accumulated plan benefits as of beginning of year	$ 183,330
Changes during the year attributable to:	
Actuarial losses	894
Decrease in the discount period	10,481
Actual benefits paid	(17,507)
Change in actuarial assumptions	(308)
Net decrease	(6,440)
Actuarial present value of accumulated plan benefits as of end of year	$ 176,890

The change in actuarial assumptions of $308 for the year ending December 31, 2024 is a result of the following:

A change in the lump-sum conversion rate for ASC 960 from 5.10% to 5.60%.

(Dollars in Thousands)

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

[6] Payment of benefits:

Benefits are recorded when paid.

[7] Plan expenses:

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

NOTE C - INVESTMENT CERTIFICATION

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the U.S. Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, Principal Bank, the trustee of the Plan, has certified to the completeness and accuracy of all investments and related investment activity in the accompanying statements of net assets available for benefits as of December 31, 2025 and 2024, the statements of changes in net assets available for benefits for the years ended December 31, 2025 and 2024, and the accompanying supplemental schedule of assets (held at end of year) as of December 31, 2025 and supplemental schedule of reportable transactions for the year ended December 31, 2025.

NOTE D - FUNDING POLICY

The Plan's funding policy is for the Company to contribute an amount that will meet or exceed the annual ERISA minimum funding requirement. During 2025 and 2024, the Company did not make any contributions to the Plan. The minimum funding requirements were met or exceeded in 2025 and 2024.

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

The Pension Protection Act (the "Act") included many provisions and numerous revisions to rules surrounding defined benefit plans, including rules that govern Plan funding. The Act established minimum funding standards for defined benefit plans and limited benefit increases and accruals for underfunded plans. Pursuant to the Act, each year the actuaries are required to certify to the Plan's funded percentage. The Plan received such certification for the 2025 Plan year for the AFTAP, which is one way of measuring the funded status of a plan using actuarial assumptions mandated by the Internal Revenue Service ("IRS"), and the actuary determined that the 2025 AFTAP for the Plan is 103.49%.

(Dollars in Thousands)

NOTE F - FAIR VALUE MEASUREMENTS

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

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

Level 2 Inputs to the valuation methodology include: (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; or (4) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

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

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

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

(Dollars in Thousands)

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

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

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

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

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

	Investment Assets at Fair Value as of December 31, 2025			
	Level 1	Level 2	Level 3	Total
Collective trust funds	$ -	$ 20,397	$ -	$ 20,397
Corporate bonds	-	99,363	-	99,363
Municipal bonds	-	7,157	-	7,157
United States government securities	-	7,820	-	7,820
Mutual funds	11,711	-	-	11,711
Money market fund	3,117	-	-	3,117
Investments at fair value	$ 14,828	$ 134,737	$ -	$ 149,565

	Investment Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Collective trust funds	$ -	$ 25,904	$ -	$ 25,904
Corporate bonds	-	132,680	-	132,680
Municipal bonds	-	7,520	-	7,520
United States government securities	-	8,717	-	8,717
Mutual funds	14,393	-	-	14,393
Money market fund	5,359	-	-	5,359
Investments at fair value	$ 19,752	$ 174,821	$ -	$ 194,573

(Dollars in Thousands)

NOTE F - FAIR VALUE MEASUREMENTS (CONTINUED)

Changes in Fair Value Levels

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

NOTE G - TAX STATUS

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

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by a government authority. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine examinations by taxing jurisdictions; however, there are currently no examinations for any tax periods in progress.

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

Certain investments are managed by Principal Bank. Principal Bank is the Plan trustee and, therefore, transactions related to these investments qualify as party-in-interest transactions. The Plan also pays consulting and investment management fees. As service providers to the Plan, these transactions qualify as party-in-interest transactions. During 2025, the Plan made direct payments to the Trustee of $48, to the PBGC of $948, and consulting fees of $1,204. During 2024, the Plan made direct payments to the Trustee of $53, to the PBGC of $990, and consulting fees of $1,840.

NOTE I - RISKS AND UNCERTAINTIES

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

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

(Dollars in Thousands)

NOTE I - RISKS AND UNCERTAINTIES (CONTINUED)

Volatility in the financial markets may significantly impact the subsequent valuation of the Plan's investments. Accordingly, the valuation of investments at December 31, 2025 may not necessarily be indicative of amounts that could be realized in a current market exchange.

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

NOTE J - MUTUAL FUND FEES

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

NOTE K - PLAN TERMINATION

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

1. Benefits attributable to employee contributions, taking into account those paid out before termination.

2. Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

3. Other vested benefits insured by the PBGC (a U.S. government agency) up to the applicable limitations (discussed subsequently).

4. All other vested benefits (that is, vested benefits not insured by PBGC).

5. All nonvested benefits.

(Dollars in Thousands)

NOTE K - PLAN TERMINATION (CONTINUED)

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

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations, and may also depend on the financial condition of the Plan Sponsor and the level of benefits guaranteed by the PBGC.

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370
Plan Number: 002
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)	Par Value, Shares, or Units	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		Collective trust funds:			
	9,532	NORTHERN TRUST	COLLECTIVE RUSSELL 2000 INDEX FUND DC NON LENDING TIER FOUR	$ 1,461,885	$ 1,751,451
	25,417	NORTHERN TRUST	COLLECTIVE S&P 400 INDEX FUND DC NON LENDING TIER FOUR CTF	$ 4,055,671	$ 5,274,086
	41,987	NORTHERN TRUST	COLLECTIVE S&P 500 INDEX FUND DC NON LENDING TIER FOUR CTF	$ 8,359,244	$ 13,341,398
	29,899	NORTHERN TRUST	COLTV STIF	$ 29,899	$ 29,899
				13,906,699	20,396,834
		Mutual funds:			
	146,267	AMERICAN FUNDS	EUROPACIFIC GROWTH FUND	$ 9,860,747	$ 8,860,871
	146,842	VANGUARD	REAL ESTATE INDEX FUND CLASS INST #3123	$ 2,641,315	$ 2,850,202
				12,502,062	11,711,073
		Corporate bonds:			
	145,000	ABBOTT LABORATORIES	DTD 10/15/16 4.750 04/15/2043	$ 134,809	$ 137,037
	130,000	ABBOTT LABORATORIES	DTD 11/09/07 6.150 11/30/2037	$ 145,084	$ 145,349
	70,000	ABBOTT LABORATORIES	DTD 11/22/16 4.750 11/30/2036	$ 95,501	$ 70,430
	20,000	ABBVIE INC	DTD 09/15/20 4.550 03/15/2035	$ 23,916	$ 19,690
	295,000	ADNOC MURBAN RSC LTD	MEDIUM TERM NOTE DTD 09/11/2024 5.125% 09/11/2054 CALLABLE 144A PRIVATE PLACEMENT	$ 290,425	$ 277,206
	990,000	AEP TEXAS INC	DTD 12/01/18 3.950 06/01/2028	$ 1,143,996	$ 985,555
	150,000	AERCAP IRELAND CAPITAL LIMITED	DTD 06/06/2023 5.750% 06/06/2028 CALLABLE	$ 148,547	$ 155,307
	70,000	ALABAMA POWER CO	DTD 03/11/15 3.750 03/01/2045	$ 51,687	$ 55,064
	150,000	ALABAMA POWER CO	DTD 11/08/17 3.700 12/01/2047	$ 108,929	$ 114,484
	90,000	ALTRIA GROUP INC	DTD 02/04/21 2.450 02/04/2032	$ 68,533	$ 79,585
	215,000	ALTRIA GROUP INC	DTD 02/04/21 3.400 02/04/2041	$ 143,237	$ 166,247
	255,000	ALTRIA GROUP INC	DTD 02/04/21 3.700 02/04/2051	$ 160,528	$ 180,196
	900,000	ALTRIA GROUP INC	DTD 02/14/19 5.800 02/14/2039	$ 1,127,322	$ 927,576
	215,000	AMAZON.COM INC	DTD 02/22/18 3.875 08/22/2037	$ 235,241	$ 197,194
	175,000	AMAZON.COM INC	DTD 05/12/21 2.875 05/12/2041	$ 128,193	$ 132,786
	810,000	AMAZON.COM INC	DTD 12/05/14 4.800 12/05/2034	$ 834,567	$ 831,878
	55,000	AMERICA MOVIL SAB DE CV	DTD 03/30/10 6.125 03/30/2040	$ 77,597	$ 58,478
	55,000	AMERICA MOVIL SAB DE CV	DTD 04/22/19 3.625 04/22/2029	$ 59,874	$ 53,846
	405,000	AMERICAN EXPRESS CREDIT	MED TERM NOTE DTD 05/03/17 3.300 05/03/2027	$ 386,014	$ 402,696
	1,230,000	ANHEUSER-BUSCH COS LLC	DTD 05/15/19 4.700 02/01/2036	$ 1,208,150	$ 1,217,516
	25,000	ANHEUSER-BUSCH INBEV FIN	DTD 01/25/16 4.900 02/01/2046	$ 22,365	$ 23,076
	575,000	APPLE INC	DTD 02/08/21 2.375 02/08/2041	$ 399,719	$ 414,730
	10,000	APPLE INC	DTD 02/08/21 2.650 02/08/2051	$ 9,887	$ 6,182
	175,000	APPLE INC	DTD 05/03/13 3.850 05/04/2043	$ 144,041	$ 147,817
	20,000	APPLE INC	DTD 08/04/16 3.850 08/04/2046	$ 23,796	$ 16,206
	300,000	APPLE INC	DTD 08/05/21 2.850 08/05/2061	$ 204,996	$ 177,081
	55,000	AQUA AMERICA INC	DTD 04/26/19 4.276 05/01/2049	$ 66,606	$ 44,437
	140,000	ASTRAZENECA FINANCE LLC	DTD 05/28/21 1.200 05/28/2026	$ 137,570	$ 138,568
	60,000	ASTRAZENECA PLC	DTD 09/12/2007 6.450 09/15/2037	$ 69,961	$ 68,388
	400,000	AT&T INC	DTD 02/19/19 4.850 03/01/2039	$ 369,652	$ 380,380
	600,000	AT&T INC	DTD 06/15/18 6.550 06/15/2034	$ 669,036	$ 647,568
	550,000	ATLANTIC CITY ELECTRIC	DTD 03/10/21 2.300 03/15/2031	$ 559,119	$ 498,460
	700,000	ATLANTIC CITY ELECTRIC	DTD 10/16/18 4.000 10/15/2028	$ 821,975	$ 701,008
	520,000	AVALONBAY COMMUNITIES	DTD 02/25/20 2.300 03/01/2030	$ 530,837	$ 482,087
	595,000	AVALONBAY COMMUNITIES	DTD 05/15/19 3.300 06/01/2029	$ 669,851	$ 579,518
	600,000	AVALONBAY COMMUNITIES	MED TERM NOTE DTD 05/22/20 2.450 01/15/2031	$ 614,352	$ 548,808
	155,000	BANCO SANTANDER SA	CONVERTIBLE DTD 03/14/2024 6.350% 03/14/2034 NON CALLABLE	$ 157,499	$ 167,000
	925,000	BANCO SANTANDER SA	DTD 09/14/21 09/14/2027	$ 807,442	$ 909,312
	255,000	BANK GOSPODARSTWA KRAJOWEGO	DTD 10/31/2023 6.250% 10/31/2028 NON CALLABLE 144A PRIVATE PLACEMENT	$ 254,516	$ 270,081
	115,000	BANK OF AMERICA CORP	DTD 03/11/21 03/13/2052	$ 84,494	$ 83,028
	355,000	BANK OF AMERICA CORP	DTD 04/24/17 04/24/2038	$ 434,552	$ 331,077
	600,000	BANK OF AMERICA CORP	DTD 07/21/17 07/21/2028	$ 659,418	$ 595,866
	30,000	BANK OF AMERICA CORP	DTD 07/23/18 07/23/2029	$ 35,470	$ 30,137
	200,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 01/20/17 01/20/2028	$ 221,916	$ 199,520
	90,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 03/05/18 03/05/2029	$ 104,074	$ 89,853
	275,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 03/15/19 03/15/2050	$ 344,608	$ 231,022
	275,000	BANK OF AMERICA CORP	MED TERM NOTE DTD 06/19/20 06/19/2041	$ 247,462	$ 202,766
	50,000	BANK OF AMERICA CORP	MEDIUM TERM NOTE DTD 02/04/2022 VAR CPN 02/04/2033 CALLABLE	$ 50,000	$ 45,725
	450,000	BANK OF MONTREAL	DTD 12/12/17 12/15/2032	$ 498,902	$ 444,658
	810,000	BANK OF MONTREAL	MED TERM NOTE DTD 09/17/21 1.220 03/17/2026	$ 713,675	$ 805,594
	130,000	BANK OF NOVA SCOTIA	CONVERTIBLE DTD 04/12/2022 VAR CPN 05/04/2037 CALLABLE	$ 114,261	$ 126,659
	305,000	BANK OF NY MELLON CORP	DTD 01/31/2023 VAR CPN 02/01/2034 CALLABLE	$ 296,762	$ 306,104

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370
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December 31, 2025

(a)	Par Value, Shares, or Units	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	395,000	BANNER HEALTH	DTD 05/14/20 2.338 01/01/2030	$ 414,687	$ 368,661
	65,000	BARCLAYS PLC	DTD 06/20/19 06/20/2030	$ 76,182	$ 66,106
	67,000	BAT CAPITAL CORP	DTD 08/15/18 4.540 08/15/2047	$ 46,688	$ 55,579
	385,000	BLACKSTONE HOLDINGS FINA	144A PRIV PLCMT 2.000 01/30/2032	$ 295,052	$ 331,335
	200,000	BNP PARIBAS	144A PRIV PLCMT 01/13/2027	$ 194,765	$ 199,810
	135,000	BNP PARIBAS	DTD 01/13/2023 VAR CPN 01/13/2029 CALLABLE 144A PRIVATE PLACEMENT	$ 135,000	$ 137,480
	520,000	BNP PARIBAS	DTD 12/05/2023 VAR CPN 12/05/2034 CALLABLE 144A PRIVATE PLACEMENT	$ 520,000	$ 554,055
	424,000	BP CAP MARKETS AMERICA	DTD 07/16/18 3.017 01/16/2027	$ 401,821	$ 420,663
	750,000	BPCE SA	MEDIUM TERM NOTE DTD 12/02/2016 3.375% 12/02/2026 NON CALLABLE	$ 699,045	$ 745,972
	395,000	BRIGHTHOUSE FINANCIAL GLOBAL	MEDIUM TERM NOTE DTD 04/11/2024 5.550% 04/09/2027 NON CALLABLE 144A PRIVATE PLACEMENT	$ 394,882	$ 400,530
	105,000	BURLINGTN NORTH SANTA FE	DTD 03/09/15 4.150 04/01/2045	$ 127,270	$ 88,196
	30,000	BURLINGTN NORTH SANTA FE	DTD 08/18/14 4.550 09/01/2044	$ 37,914	$ 26,643
	135,000	CAPITAL ONE FINANCIAL CO	DTD 02/01/2023 VAR CPN 02/01/2034 CALLABLE	$ 129,668	$ 141,295
	240,000	CARGILL INC	MEDIUM TERM NOTE DTD 07/29/1997 7.100% 07/29/2027 NON CALLABLE 144A PRIVATE PLACEMENT	$ 252,096	$ 249,334
	90,000	CATERPILLAR INC	DTD 08/08/06 6.050 08/15/2036	$ 101,061	$ 99,911
	160,000	CATHOLIC HEALTH SERVICES	DTD 09/02/20 3.368 07/01/2050	$ 170,610	$ 110,501
	55,000	CENTERPOINT ENER HOUSTON	DTD 02/28/2022 3.000% 03/01/2032 CALLABLE	$ 54,745	$ 50,484
	5,000	CHARTER COMM OPT LLC/CAP	DTD 12/04/20 3.850 04/01/2061	$ 4,764	$ 2,980
	450,000	CHEVRON USA INC	DTD 09/01/20 6.000 03/01/2041	$ 671,985	$ 490,509
	560,000	CHEVRON USA INC	DTD 11/15/20 5.250 11/15/2043	$ 762,205	$ 559,496
	95,000	CIGNA CORP	DTD 08/15/19 4.800 08/15/2038	$ 86,315	$ 90,964
	150,000	CINCINNATI GAS & ELEC CO BD	DTD 06/16/03 5.375 06/15/2033	$ 142,298	$ 152,780
	135,000	CISCO SYSTEMS INC	DTD 02/24/2025 5.100% 02/24/2035 CALLABLE	$ 135,934	$ 138,704
	120,000	CITIGROUP INC	DTD 01/26/12 5.875 01/30/2042	$ 125,040	$ 126,186
	580,000	CITIGROUP INC	DTD 03/31/2020 VAR CPN 03/31/2031 CALLABLE	$ 698,471	$ 579,901
	75,000	CITIGROUP INC	DTD 07/23/09 8.125 07/15/2039	$ 95,477	$ 96,156
	600,000	CITIGROUP INC	DTD 07/24/17 07/24/2028	$ 660,252	$ 596,184
	240,000	CITIGROUP INC	DTD 08/25/06 6.125 08/25/2036	$ 245,004	$ 255,022
	65,000	CITIGROUP INC	DTD 11/03/21 11/03/2042	$ 64,359	$ 48,047
	99,574	CLECO SECURITIZATION I	DTD 06/22/2022 4.016% 03/01/2033 NON CALLABLE	$ 99,564	$ 98,624
	95,000	THE COCA-COLA CO	DTD 05/01/20 1.650 06/01/2030	$ 80,292	$ 85,971
	290,000	THE COCA-COLA CO	DTD 05/01/20 2.500 06/01/2040	$ 204,118	$ 215,621
	154,000	THE COCA-COLA CO	DTD 08/14/2024 4.650% 08/14/2034 CALLABLE	$ 154,859	$ 157,209
	675,000	COMCAST CORP	DTD 01/14/13 4.250 01/15/2033	$ 803,908	$ 660,035
	90,000	COMCAST CORP	DTD 02/08/18 3.900 03/01/2038	$ 105,090	$ 78,394
	400,000	COMCAST CORP	DTD 11/05/19 3.250 11/01/2039	$ 310,936	$ 312,532
	160,000	COMMONSPIRIT HEALTH	DTD 08/21/19 3.817 10/01/2049	$ 182,698	$ 119,792
	40,000	COMMONWEALTH EDISON CO	DTD 02/19/19 4.000 03/01/2049	$ 48,395	$ 31,174
	65,000	COMMONWEALTH EDISON CO	DTD 11/12/19 3.200 11/15/2049	$ 69,316	$ 43,934
	160,000	CON EDISON CO OF NY INC	DTD 03/31/20 3.350 04/01/2030	$ 182,422	$ 154,944
	600,000	CON EDISON CO OF NY INC	DTD 05/09/2024 5.700% 05/15/2054 CALLABLE	$ 595,812	$ 598,062
	105,000	CONNECTICUT LT & PWR CO	DTD 08/13/2024 4.950% 08/15/2034 CALLABLE	$ 104,533	$ 105,911
	741,000	CONOCOPHILLIPS	DTD 02/03/09 6.500 02/01/2039	$ 1,115,968	$ 832,840
	400,000	CONS EDISON CO OF NY	DTD 12/04/09 5.500 12/01/2039	$ 398,172	$ 408,512
	90,000	CONSOLIDATED EDISON CO N Y INC	SER 03-C DTD 06/13/03 5.100 06/15/2033	$ 83,534	$ 91,433
	320,000	CONSOLIDATED EDISON CO O	DTD 11/24/14 4.625 12/01/2054	$ 278,544	$ 269,469
	50,000	CONSOLIDATED EDISON CO O	DTD 11/30/18 4.650 12/01/2048	$ 66,110	$ 43,281
	25,000	COREBRIDGE FINANCIAL INC	DTD 04/05/2023 3.900% 04/05/2032 CALLABLE	$ 24,963	$ 23,729
	933,560	COSERV SECURITIZATION 22	DTD 12/14/2022 5.058% 08/15/2038 NON CALLABLE 144A PRIVATE PLACEMENT	$ 922,877	$ 958,757
	570,000	CREDIT AGRICOLE	CONVERTIBLE DTD 03/11/2024 5.134% 03/11/2027 NON CALLABLE 144A PRIVATE PLACEMENT	$ 570,000	$ 577,735
	135,000	CREDIT AGRICOLE SA	144A PRIV PLCMT 01/26/2027	$ 131,250	$ 134,716
	80,000	CVS HEALTH CORP	DTD 08/15/19 3.000 08/15/2026	$ 84,162	$ 79,469
	65,000	DAVINCIRE HOLDINGS LTD	DTD 03/05/2025 5.950% 04/15/2035 CALLABLE 144A PRIVATE PLACEMENT	$ 64,953	$ 66,793
	280,000	DEUTSCHE BANK AG	DTD 12/10/2025 VAR CPN 12/10/2031 CALLABLE	$ 280,000	$ 279,048
	125,000	DEUTSCHE BANK	DTD 01/18/2023 VAR CPN 01/18/2029 CALLABLE	$ 132,410	$ 130,868
	330,000	DEUTSCHE TELEKOM INT FIN	DTD 07/06/00 8.750 06/15/2030	$ 494,033	$ 385,047
	275,000	DOMINION ENERGY INC	DTD 04/05/21 1.450 04/15/2026	$ 271,677	$ 272,951
	400,000	DOMINION ENERGY INC	DTD 04/05/21 3.300 04/15/2041	$ 292,856	$ 303,664
	295,000	DOMINION ENERGY INC	DTD 06/05/18 4.250 06/01/2028	$ 353,168	$ 295,985
	195,000	DTE ENERGY CO	DTD 05/03/2024 5.850% 06/01/2034 CALLABLE	$ 199,124	$ 207,930
	114,000	DUKE ENERGY CAROLINAS	DTD 11/19/09 5.300 02/15/2040	$ 114,956	$ 115,179

LABORATORY CORPORATION OF AMERICA HOLDINGS
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(a)	Par Value, Shares, or Units	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	85,000	DUKE ENERGY CAROLINAS LLC	DTD 03/04/2022 2.850% 03/15/2032 CALLABLE	$ 84,948	$ 77,841
	190,000	DUKE ENERGY CORP	DTD 08/10/17 3.950 08/15/2047	$ 137,448	$ 146,319
	110,000	DUKE ENERGY OHIO INC	DTD 01/08/19 4.300 02/01/2049	$ 134,147	$ 89,905
	45,000	DUKE ENERGY OHIO INC	DTD 05/21/20 2.125 06/01/2030	$ 44,508	$ 41,193
	568,000	DUKE ENERGY PROGRESS NC	DTD 11/24/21 2.799 07/01/2041	$ 438,076	$ 438,167
	50,000	ELI LILLY & CO	DTD 02/22/19 4.150 03/15/2059	$ 65,463	$ 39,650
	607,388	EMPIRE DISTRICT BONDCO LLC	DTD 01/30/2024 4.943% 01/01/2035 NON CALLABLE	$ 607,367	$ 617,422
	105,000	ENTERGY CORP	DTD 08/19/16 2.950 09/01/2026	$ 109,631	$ 104,218
	110,000	ENTERGY LA LLC	DTD 08/09/2024 5.150% 09/15/2034 CALLABLE	$ 109,581	$ 112,453
	600,000	ENTERGY LOUISIANA LLC	DTD 03/23/2018 4.000% 03/15/2033 CALLABLE	$ 701,214	$ 578,334
	90,000	ENTERGY MISSISSIPPI LLC	DTD 05/16/2024 5.850% 06/01/2054 CALLABLE	$ 89,959	$ 90,688
	75,000	ENTERGY TEXAS INC	DTD 08/17/21 1.500 09/01/2026	$ 74,822	$ 73,749
	335,000	EQUINOR ASA	DTD 04/06/20 3.625 04/06/2040	$ 283,829	$ 283,135
	300,000	ESSEX PORTFOLIO LP	DTD 02/11/19 4.000 03/01/2029	$ 338,910	$ 297,672
	1,617,203	EVERGY MISSOURI W STORM	DTD 02/23/2024 5.104% 12/01/2040 NON CALLABLE SECURITIZED UTILITY TARII	$ 1,617,097	$ 1,658,457
	13,000	EVERSOURCE ENERGY	DTD 04/18/2024 5.950% 07/15/2034 CALLABLE	$ 13,210	$ 13,748
	160,000	EXELON GENERATION CO LLC	DTD 09/23/09 6.250 10/01/2039	$ 166,877	$ 173,354
	225,000	EXP-IMP BK KOREA	DTD 06/29/2021 2.500% 06/29/2041 NON CALLABLE	$ 162,106	$ 164,768
	70,000	EXTRA SPACE STORAGE LP	DTD 03/31/2022 3.900% 04/01/2029 CALLABLE	$ 69,961	$ 69,172
	35,000	FISERV INC	DTD 06/24/19 3.200 07/01/2026	$ 36,907	$ 34,848
	340,000	FLORIDA POWER & LIGHT	DTD 12/13/11 4.125 02/01/2042	$ 302,219	$ 295,368
	130,000	FLORIDA POWER & LIGHT	DTD 12/20/12 3.800 12/15/2042	$ 105,066	$ 106,759
	910,000	FOX CORP	DTD 01/25/20 5.476 01/25/2039	$ 1,183,328	$ 912,648
	830,000	FOX CORP	DTD 01/25/20 5.576 01/25/2049	$ 1,147,334	$ 798,269
	165,000	GA GLOBAL FUNDING TRUST	144A PRIV PLCMT 1.950 09/15/2028	$ 161,262	$ 155,466
	25,000	GA GLOBAL FUNDING TRUST	144A PRIV PLCMT 2.250 01/06/2027	$ 22,229	$ 24,541
	5,000	GENERAL DYNAMICS CORP	DTD 03/25/20 4.250 04/01/2040	$ 6,126	$ 4,582
	175,000	GENERAL MOTORS FINL CO	DTD 12/07/2023 6.100% 01/07/2034 CALLABLE	$ 174,888	$ 185,505
	175,000	GEORGETOWN UNIVERSITY	DTD 01/16/19 4.315 04/01/2049	$ 220,488	$ 144,820
	155,000	GEORGETOWN UNIVERSITY	DTD 01/16/19 5.215 10/01/2118	$ 224,833	$ 135,842
	5,000	GILEAD SCIENCES INC	DTD 09/14/15 4.750 03/01/2046	$ 4,881	$ 4,532
	55,000	GILEAD SCIENCES INC	DTD 09/20/16 4.000 09/01/2036	$ 63,169	$ 51,174
	1,510,000	GLAXOSMITHKLINE CAPITAL	DTD 05/13/08 6.375 05/15/2038	$ 2,295,778	$ 1,693,480
	145,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2028	$ 145,000	$ 142,738
	296,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2033	$ 250,901	$ 272,684
	30,000	GOLDMAN SACHS GROUP INC	DTD 01/24/22 02/24/2043	$ 30,240	$ 23,498
	210,000	GOLDMAN SACHS GROUP INC	DTD 01/28/11 6.250 02/01/2041	$ 269,013	$ 229,933
	300,000	GOLDMAN SACHS GROUP INC	DTD 03/08/2021 VAR CPN 03/09/2027 CALLABLE	$ 293,115	$ 298,467
	230,000	GOLDMAN SACHS GROUP INC	DTD 04/22/21 04/22/2032	$ 234,648	$ 209,716
	80,000	GOLDMAN SACHS GROUP INC	DTD 04/22/21 04/22/2042	$ 83,059	$ 61,815
	110,000	GOLDMAN SACHS GROUP INC	DTD 04/23/18 04/23/2039	$ 134,418	$ 101,627
	50,000	GOLDMAN SACHS GROUP INC	DTD 04/23/18 05/01/2029	$ 58,834	$ 50,104
	5,000	GOLDMAN SACHS GROUP INC	DTD 07/21/21 07/21/2042	$ 4,968	$ 3,667
	145,000	GOLDMAN SACHS GROUP INC	DTD 10/03/07 6.750 10/01/2037	$ 155,260	$ 161,875
	200,000	GOLDMAN SACHS GROUP INC	DTD 10/21/21 10/21/2027	$ 198,927	$ 196,618
	10,000	GOLDMAN SACHS GROUP INC	DTD 10/31/17 10/31/2038	$ 11,398	$ 8,992
	40,000	GUARDIAN LIFE GLOB FUND	144A PRIV PLCMT 1.400 07/06/2027	$ 39,174	$ 38,560
	50,000	HACKENSACK MERIDIAN HLTH	DTD 08/26/20 2.675 09/01/2041	$ 33,612	$ 36,256
	255,000	HANWHA Q CELLS AMERICA	DTD 07/27/2023 5.000% 07/27/2028 NON CALLABLE 144A PRIVATE PLACEMENT	$ 253,133	$ 261,270
	205,000	HOME DEPOT INC	DTD 03/31/11 5.950 04/01/2041	$ 226,045	$ 219,395
	5,000	HOME DEPOT INC	DTD 06/05/17 3.900 06/15/2047	$ 4,070	$ 3,976
	335,000	HOMEDEPOT INC	DTD 12/19/06 5.875 12/16/2036	$ 478,548	$ 363,277
	195,000	HONEYWELL INTERNATIONAL INC	DTD 11/02/2022 5.000% 02/15/2033 CALLABLE	$ 193,085	$ 200,858
	175,000	HSBC HOLDINGS PLC	CONVERTIBLE DTD 05/02/2022 6.500% 05/02/2036 NON CALLABLE	$ 179,440	$ 189,156
	295,000	HSBC HOLDINGS PLC	DTD 05/24/2021 VAR CPN 05/24/2032 CALLABLE	$ 236,198	$ 269,890
	90,000	HSBC HOLDINGS PLC	DTD 11/22/21 11/22/2032	$ 72,815	$ 81,752
	20,000	INDIANA MICHIGAN POWER	DTD 08/08/18 4.250 08/15/2048	$ 24,649	$ 16,168
	515,000	ING GROEP NV	DTD 03/29/17 3.950 03/29/2027	$ 593,682	$ 514,717
	80,000	INTEL CORP	DTD 02/10/2023 5.900% 02/10/2063 CALLABLE	$ 79,963	$ 74,808
	115,000	INTEL CORP	DTD 08/05/2022 4.900% 08/05/2052 CALLABLE	$ 114,902	$ 95,263
	130,668	JOHN SEVIER COMB CYCLE	DTD 01/17/12 4.626 01/15/2042	$ 117,331	$ 127,060
	237,029	JOHNS AER COM TUR	DTD 10/02/2024 5.078% 10/01/2054 NON CALLABLE	$ 238,342	$ 227,667
	225,000	JOHNSON & JOHNSON	DTD 03/01/16 3.550 03/01/2036	$ 210,202	$ 206,957
	200,000	JOHNSON & JOHNSON	DTD 03/03/17 3.625 03/03/2037	$ 244,098	$ 181,752

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

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December 31, 2025

(a)	Par Value, Shares, or Units	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	320,000	JOHNSON & JOHNSON	DTD 08/17/10 4.500 09/01/2040	$ 316,383	$ 310,438
	445,000	JOHNSON & JOHNSON	DTD 12/05/13 4.375 12/05/2033	$ 456,379	$ 451,283
	35,000	JPMORGAN CHASE & CO	DTD 01/23/18 01/23/2049	$ 40,823	$ 27,868
	210,000	JPMORGAN CHASE & CO	DTD 02/01/17 02/01/2028	$ 232,806	$ 209,532
	5,000	JPMORGAN CHASE & CO	DTD 04/22/20 04/22/2051	$ 5,230	$ 3,395
	1,125,000	JPMORGAN CHASE & CO	DTD 05/13/20 05/13/2031	$ 1,210,519	$ 1,061,280
	60,000	JPMORGAN CHASE & CO	DTD 05/22/08 6.400 05/15/2038	$ 91,259	$ 67,778
	275,000	JPMORGAN CHASE & CO	DTD 05/29/15 4.950 06/01/2045	$ 255,604	$ 259,064
	305,000	JPMORGAN CHASE & CO	DTD 08/21/13 5.625 08/16/2043	$ 307,080	$ 313,272
	70,000	JPMORGAN CHASE & CO	DTD 11/10/17 11/15/2048	$ 83,180	$ 56,314
	100,000	KANSAS CITY POWER & LT	DTD 09/20/11 5.300 10/01/2041	$ 98,197	$ 98,168
	115,000	KENTUCKY UTILITIES	DTD 06/30/11 5.125 11/01/2040	$ 110,939	$ 112,674
	150,000	KOREA DEV BANK	DTD 02/15/2023 4.375% 02/15/2033 NON CALLABLE	$ 150,075	$ 150,200
	185,000	LOCKHEED MARTIN CORP	DTD 02/20/15 3.600 03/01/2035	$ 169,554	$ 170,731
	50,000	LOCKHEED MARTIN CORP	DTD 10/24/2022 5.700% 11/15/2054 CALLABLE	$ 49,590	$ 50,444
	600,000	LOEWS CORP	DTD 05/08/20 3.200 05/15/2030	$ 650,448	$ 574,008
	50,000	LOUISVILLE GAS & ELEC	DTD 04/01/19 4.250 04/01/2049	$ 64,007	$ 40,842
	495,000	MANUF & TRADERS TRUST CO	DTD 08/17/17 3.400 08/17/2027	$ 559,459	$ 488,902
	40,000	MARS INC	144A PRIV PLCMT 3.950 04/01/2049	$ 48,888	$ 31,553
	200,000	MARSH & MCLENNAN COS INC	DTD 01/15/19 4.750 03/15/2039	$ 261,638	$ 192,544
	240,000	MARSH & MCLENNAN COS INC	DTD 05/07/20 2.250 11/15/2030	$ 243,002	$ 219,142
	25,000	MASS INSTITUTE OF TECH	DTD 05/18/11 5.600 07/01/2111	$ 46,385	$ 24,936
	295,000	MERCK & CO INC	DTD 03/07/19 3.400 03/07/2029	$ 282,752	$ 290,301
	270,000	MERRILL LYNCH & CO	DTD 01/29/07 6.11 01/29/2037	$ 281,996	$ 291,028
	405,000	MERRILL LYNCH & CO	DTD 05/14/08 7.750 05/14/2038	$ 480,140	$ 491,686
	70,000	METLIFE INC	DTD 01/06/2023 5.250% 01/15/2054 CALLABLE	$ 72,580	$ 66,580
	550,000	MICROSOFT CORP	DTD 02/12/15 3.500 02/12/2035	$ 521,070	$ 518,342
	185,000	MICROSOFT CORP	DTD 06/01/20 2.525 06/01/2050	$ 133,338	$ 112,952
	25,000	MICROSOFT CORP	DTD 08/08/16 3.450 08/08/2036	$ 24,030	$ 22,830
	105,000	MID-AMERICA APARTMENTS	DTD 08/19/21 1.100 09/15/2026	$ 101,823	$ 102,913
	255,000	MIDAMERICAN ENERGY CO	DTD 07/22/21 2.700 08/01/2052	$ 167,683	$ 155,833
	275,000	MIDAMERICAN ENERGY CO	DTD 10/15/15 4.250 05/01/2046	$ 237,914	$ 229,664
	115,000	MIDAMERICAN ENERGY CO	DTD 10/15/19 3.150 04/15/2050	$ 122,690	$ 77,857
	45,000	MIDAMERICAN ENERGY	DTD 09/07/2023 5.850% 09/15/2054 CALLABLE	$ 50,154	$ 46,292
	325,000	MIDAMERICAN ENERGY HLDGS	DTD 10/01/06 6.125 04/01/2036	$ 354,214	$ 352,462
	650,000	MORGAN STANLEY	DTD 01/23/18 01/24/2029	$ 746,811	$ 646,328
	120,000	MORGAN STANLEY	DTD 01/27/15 4.300 01/27/2045	$ 147,893	$ 103,853
	30,000	MORGAN STANLEY	DTD 04/22/21 04/22/2042	$ 31,503	$ 23,505
	213,000	MORGAN STANLEY	DTD 04/24/18 04/22/2039	$ 193,451	$ 200,414
	470,000	MORGAN STANLEY	MEDIUM TERM NOTE DTD 01/23/2019 VAR CPN 01/23/2030 CALLABLE	$ 552,206	$ 472,604
	600,000	NATIONAL RURAL UTIL COOP	DTD 01/31/19 3.700 03/15/2029	$ 673,476	$ 592,524
	585,000	NATIONAL RURAL UTIL COOP	DTD 04/25/17 3.050 04/25/2027	$ 654,615	$ 578,717
	180,000	NATIONAL RURAL UTIL COOP	DTD 10/31/18 3.900 11/01/2028	$ 172,872	$ 179,840
	470,000	NATIONAL RURAL UTIL COOP	MED TERM NOTE DTD 02/08/21 1.650 06/15/2031	$ 445,706	$ 409,154
	300,000	NATWEST GROUP PLC	CONVERTIBLE DTD 03/01/2024 VAR CPN 06/01/2034 CALLABLE	$ 316,362	$ 314,976
	515,000	NATWEST MARKETS PLC	DTD 05/17/2024 5.416% 05/17/2027 NON CALLABLE 144A PRIVATE PLACEMENT	$ 515,000	$ 525,321
	80,000	NEW YORK LIFE GLOBAL FDG	144A PRIV PLCMT 1.850 08/01/2031	$ 77,933	$ 70,193
	400,000	NEXTERA ENERGY CAP	DTD 01/31/2024 5.250% 03/15/2034 CALLABLE	$ 395,268	$ 410,236
	300,000	NEXTERA ENERGY CAPITAL	DTD 03/01/2024 VAR CPN 09/01/2054 CALLABLE	$ 314,925	$ 311,685
	490,000	NIAGARA MOHAWK POWER	DTD 01/17/2024 5.290% 01/17/2034 CALLABLE 144A PRIVATE PLACEMENT	$ 490,000	$ 498,154
	198,000	NORTHWESTERN MUTUAL LIFE	DTD 05/29/2025 6.170% 05/29/2055 CALLABLE 144A PRIVATE PLACEMENT	$ 197,984	$ 210,139
	30,000	NORTHWESTERN UNIVERSITY	DTD 10/12/17 3.662 12/01/2057	$ 37,665	$ 21,741
	600,000	NSTAR ELECTRIC CO	DTD 03/26/20 3.950 04/01/2030	$ 691,098	$ 591,984
	600,000	OHIO POWER COMPANY	DTD 03/17/20 2.600 04/01/2030	$ 626,766	$ 559,944
	90,000	OKLAHOMA GAS & ELECTRIC	DTD 04/16/98 6.500 04/15/2028	$ 113,895	$ 93,878
	30,000	ONCOR ELECTRIC DELIVERY	DTD 03/20/20 3.700 05/15/2050	$ 35,193	$ 22,016
	30,000	ONCOR ELECTRIC DELIVERY	DTD 09/08/2022 4.950% 09/15/2052 CALLABLE	$ 29,860	$ 26,718
	603,000	ONCOR ELECTRIC DELIVERY	DTD 11/30/18 5.750 03/15/2029	$ 789,240	$ 630,515
	400,000	ONTARIO PROVINCE	MEDIUM TERM NOTE DTD 01/21/2022 2.125% 01/21/2032 NON CALLABLE	$ 346,388	$ 357,208
	5,000	ORACLE CORP	DTD 04/01/20 3.600 04/01/2050	$ 3,627	$ 3,115
	5,000	ORACLE CORP	DTD 05/05/15 4.125 05/15/2045	$ 5,463	$ 3,598
	770,000	PEACEHEALTH OBLIGATED GR	DTD 10/08/20 3.218 11/15/2050	$ 804,343	$ 497,012
	235,000	PEPSICO INC	DTD 01/14/10 5.500 01/15/2040	$ 254,620	$ 246,414
	175,000	PEPSICO INC	DTD 10/21/21 2.625 10/21/2041	$ 121,721	$ 127,034

LABORATORY CORPORATION OF AMERICA HOLDINGS
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	400,000	PFIZER INC	DTD 03/24/09 7.200 03/15/2039	$ 682,340	$ 476,848
	175,000	PFIZER INC	DTD 05/28/20 2.550 05/28/2040	$ 120,626	$ 128,468
	65,000	PFIZER INC	DTD 09/15/15 5.600 09/15/2040	$ 69,796	$ 67,408
	37,000	PFIZER INC	DTD 11/21/16 4.000 12/15/2036	$ 35,030	$ 34,703
	502,026	PG&E ENERGY RECOVERY FND	DTD 11/12/21 1.460 07/15/2031	$ 441,817	$ 468,170
	35,000	PG&E ENERGY RECOVERY FND	DTD 11/12/21 2.280 01/15/2036	$ 29,022	$ 29,688
	375,000	PG&E RECOVERY FDG	DTD 08/01/2024 5.231% 06/01/2042 NON CALLABLE	$ 374,999	$ 379,170
	76,770	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.045% 07/15/2034 NON CALLABLE	$ 77,739	$ 77,837
	195,000	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.256% 01/15/2038 NON CALLABLE	$ 194,997	$ 199,815
	75,000	PG&E RECOVERY FND LLC	DTD 11/30/2022 5.536% 07/15/2047 NON CALLABLE	$ 75,178	$ 75,208
	1,135,000	PG&E WILDFIRE RECOVERY	DTD 05/10/2022 4.263% 06/01/2038 NON CALLABLE	$ 1,070,419	$ 1,103,663
	641,000	PG&E WILDFIRE RECOVERY	DTD 05/10/2022 4.451% 12/01/2049 NON CALLABLE	$ 595,291	$ 569,420
	400,000	PG&E WILDFIRE RECOVERY	DTD 07/20/2022 5.212% 12/01/2049 NON CALLABLE	$ 393,416	$ 385,892
	104,391	PG&E WILDFIRE RECOVERY LLC	DTD 07/20/2022 4.022% 06/01/2033 NON CALLABLE	$ 104,389	$ 104,195
	190,000	PHILIP MORRIS INTL INC	DTD 05/01/20 2.100 05/01/2030	$ 194,653	$ 174,044
	535,000	PIEDMONT NATURAL GAS CO	DTD 05/24/19 3.500 06/01/2029	$ 614,940	$ 522,957
	283,000	PNC BANK NA	DTD 10/22/19 2.700 10/22/2029	$ 298,423	$ 267,231
	275,000	PNC FINANCIAL SERVICES	DTD 07/23/19 2.600 07/23/2026	$ 287,628	$ 273,072
	105,000	PPG INDUSTRIES INC	DTD 03/04/21 1.200 03/15/2026	$ 102,702	$ 104,392
	95,000	PPL CAP FDG INC	DTD 08/09/2024 5.250% 09/01/2034 CALLABLE	$ 94,512	$ 97,290
	565,000	PRINCETON UNIVERSITY	DTD 06/15/20 2.516 07/01/2050	$ 357,334	$ 353,673
	89,000	PROCTER & GAMBLE CO	DTD 01/26/2023 4.050% 01/26/2033 CALLABLE	$ 89,303	$ 88,972
	60,000	PROCTER & GAMBLE CO	DTD 03/05/07 5.550 03/05/2037	$ 67,716	$ 64,905
	380,000	PROCTER & GAMBLE CO	DTD 08/10/04 5.800 08/15/2034	$ 428,496	$ 414,371
	140,000	PROGRESS ENERGY CAROLINA	DTD 05/18/12 4.100 05/15/2042	$ 162,606	$ 119,017
	599,000	PROLOGIS LP	DTD 02/01/20 4.375 02/01/2029	$ 712,030	$ 604,726
	295,000	PROLOGIS LP	DTD 06/15/2022 3.375% 12/15/2027 CALLABLE	$ 279,940	$ 292,501
	175,000	PROLOGIS LP	DTD 06/20/18 3.875 09/15/2028	$ 199,883	$ 174,573
	155,000	PROLOGIS LP	DTD 07/01/2022 1.750% 07/01/2030 CALLABLE	$ 129,010	$ 139,444
	180,000	PROLOGIS TA US LOG FD LP	DTD 08/15/2024 5.250% 01/15/2035 CALLABLE 144A PRIVATE PLACEMENT	$ 178,841	$ 183,181
	545,000	PROV ST JOSEPH HLTH OBL	DTD 10/01/19 2.532 10/01/2029	$ 578,512	$ 512,513
	300,000	PRUDENTIAL FINANCIAL INC	DTD 09/15/2017 VAR CPN 09/15/2047 CALLABLE	$ 293,058	$ 296,877
	175,000	PRUDENTIAL FINANCIAL INC	DTD 09/18/18 09/15/2048	$ 174,774	$ 176,760
	65,000	PUB SVC ELEC & GAS	MED TERM NOTE DTD 09/13/12 3.650 09/01/2042	$ 53,760	$ 52,078
	285,000	PUBLIC SERVICE COLORADO	DTD 03/13/19 4.050 09/15/2049	$ 220,248	$ 222,519
	50,000	PUBLIC SERVICE COLORADO	DTD 08/13/19 3.200 03/01/2050	$ 53,589	$ 34,052
	350,000	PUBLIC SERVICE ELECTRIC	MED TERM NOTE DTD 09/07/18 3.650 09/01/2028	$ 407,393	$ 347,417
	540,000	PUBLIC STORAGE	DTD 04/12/19 3.385 05/01/2029	$ 612,023	$ 528,995
	600,000	PUBLIC STORAGE	DTD 04/23/21 1.850 05/01/2028	$ 602,712	$ 572,442
	145,000	PUBLIC SVC CO NEW HAMPSHIRE	DTD 01/11/2023 5.150% 01/15/2053 CALLABLE	$ 144,013	$ 134,150
	80,000	RABOBANK	DTD 08/04/15 5.250 08/04/2045	$ 71,335	$ 75,350
	135,000	RABOBANK NEDERLAND	DTD 11/29/13 5.750 12/01/2043	$ 137,267	$ 136,038
	490,000	REPUBLIC OF CHILE	DTD 05/07/21 3.100 05/07/2041	$ 487,550	$ 377,030
	1,070,703	REPUBLIC OF CHILE	DTD 07/05/2023 5.330% 01/05/2054 CALLABLE	$ 1,049,054	$ 1,032,479
	110,000	RICE UNIVERSITY	DTD 04/22/15 3.774 05/15/2055	$ 95,387	$ 84,494
	220,000	ROCHESTER GAS & ELECTRIC	144A PRIV PLCMT 1.850 12/01/2030	$ 193,296	$ 194,271
	350,000	ROYAL BANK OF CANADA	DTD 01/27/16 4.650 01/27/2026	$ 413,049	$ 350,122
	255,000	S&P GLOBAL INC	DTD 09/01/2022 2.900% 03/01/2032 CALLABLE	$ 251,828	$ 235,026
	78,000	SABINE PASS LIQUEFACTION	SER WI DTD 12/31/16 5.875 06/30/2026	$ 78,012	$ 78,111
	175,000	SALESFORCE.COM INC	DTD 07/12/21 2.700 07/15/2041	$ 122,245	$ 126,940
	140,000	SANTANDER HOLDINGS USA	DTD 06/12/2023 VAR CPN 06/12/2029 CALLABLE	$ 140,000	$ 146,367
	780,000	SANTANDER HOLDINGS USA	DTD 11/09/2023 VAR CPN 11/09/2031 CALLABLE	$ 780,000	$ 873,678
	50,000	SANTANDER HOLDINGS USA INC	DTD 05/31/2024 VAR CPN 05/31/2035 CALLABLE	$ 50,443	$ 53,615
	265,000	SAUDI ARABIAN OIL CO	MEDIUM TERM NOTE DTD 06/02/2025 6.375% 06/02/2055 CALLABLE 144A PRIVATE PLACEMENT	$ 260,344	$ 277,100
	665,000	SAUDI ARABIAN OIL CO	MEDIUM TERM NOTE DTD 07/17/2024 5.875% 07/17/2064 CALLABLE 144A PRIVATE PLACEMENT	$ 620,113	$ 645,848
	845,000	SCHWAB CHARLES CORP	DTD 08/24/2023 5.875% 08/24/2026 CALLABLE	$ 844,290	$ 854,253
	1,030,000	SHELL FIN US INC	DTD 06/15/2025 6.375% 12/15/2038 NON CALLABLE 144A PRIVATE PLACEMENT	$ 1,147,852	$ 1,147,286
	503,000	SHELL FINANCE US INC	DTD 05/11/2024 4.125% 05/11/2035 NON CALLABLE	$ 487,251	$ 482,840
	365,905	SIGECO SECURITIZATION I LLC	DTD 06/29/2023 5.026% 11/15/2038 NON CALLABLE	$ 365,888	$ 374,994
	1,900,000	SIMON PROPERTY GROUP INC	DTD 08/18/21 2.250 01/15/2032	$ 1,889,094	$ 1,675,876
	380,000	SIMON PROPERTY GROUP LP	DTD 06/01/17 3.375 06/15/2027	$ 420,128	$ 377,215
	10,000	SOUTHERN CALIF GAS CO	DTD 09/24/18 4.300 01/15/2049	$ 12,685	$ 8,167

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	160,000	SOUTHERN CO	DTD 05/24/16 4.250 07/01/2036	$ 142,667	$ 149,949
	365,000	STANFORD HEALTH CARE	DTD 04/01/20 3.310 08/15/2030	$ 414,355	$ 352,762
	270,000	STATE OF ISRAEL	DTD 01/15/20 3.375 01/15/2050	$ 190,350	$ 181,073
	600,000	STATE OF ISRAEL	DTD 01/31/13 4.500 01/30/2043	$ 749,250	$ 528,744
	1,100,000	STATE STREET CORP	DTD 11/01/19 11/01/2034	$ 1,193,616	$ 1,037,685
	320,000	STATOIL ASA	DTD 08/17/10 5.100 08/17/2040	$ 326,019	$ 317,869
	285,000	SUMITOMO MITSUI	DTD 01/13/2023 5.766% 01/13/2033 NON CALLABLE	$ 293,390	$ 303,511
	790,000	SUTTER HEALTH	DTD 10/29/20 2.294 08/15/2030	$ 805,616	$ 726,516
	709,000	SUTTER HEALTH	DTD 10/29/20 3.161 08/15/2040	$ 743,618	$ 559,266
	299,739	SWEPCO STORM RECOVERY	DTD 12/18/2024 4.880% 09/01/2041 NON CALLABLE	$ 299,591	$ 302,545
	230,000	T-MOBILE USA INC	DTD 02/09/2023 5.050% 07/15/2033 CALLABLE	$ 219,464	$ 234,704
	397,693	TEXAS ELECTRIC MKT STABL	DTD 06/15/2022 4.265% 08/01/2036 NON CALLABLE 144A PRIVATE PLACEMENT	$ 389,827	$ 396,237
	125,000	TEXAS ELECTRIC MKT STABL	DTD 06/15/2022 4.966% 02/01/2042 NON CALLABLE 144A PRIVATE PLACEMENT	$ 124,988	$ 122,902
	20,000	TIME WARNER CABLE INC	DTD 06/19/08 7.300 07/01/2038	$ 28,535	$ 21,424
	50,000	TIME WARNER CABLE INC	DTD 10/30/07 6.550 05/01/2037	$ 66,625	$ 51,023
	600,000	TJX COS INC	DTD 04/01/20 3.875 04/15/2030	$ 687,552	$ 597,612
	695,000	TORONTO DOMINION BANK	MEDIUM TERM NOTE CONVERTIBLE DTD 07/17/2023 5.532% 07/17/2026 NON CALLABLE	$ 693,492	$ 700,643
	418,000	TORONTO-DOMINION BANK	DTD 09/15/16 09/15/2031	$ 473,800	$ 415,622
	190,000	TRANS-ALLEGHENY INTST LINE CO	DTD 04/16/2025 5.000% 01/15/2031 CALLABLE 144A PRIVATE PLACEMENT	$ 189,808	$ 195,179
	590,000	TRANS-CANADA PIPELINES	DTD 02/28/14 4.625 03/01/2034	$ 698,920	$ 574,695
	160,000	TRAVELERS COS INC	DTD 11/01/10 5.350 11/01/2040	$ 165,960	$ 162,048
	270,000	TRINITY HEALTH CORP	DTD 12/18/19 3.434 12/01/2048	$ 294,538	$ 204,514
	100,000	TRUIST BANK	DTD 03/09/20 2.250 03/11/2030	$ 102,728	$ 91,603
	145,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 01/26/2023 VAR CPN 01/26/2029 CALLABLE	$ 145,000	$ 147,307
	30,000	TRUIST FINANCIAL CORP	MEDIUM TERM NOTE DTD 01/26/2023 VAR CPN 01/26/2034 CALLABLE	$ 30,000	$ 30,566
	360,000	UBS GROUP AG	DTD 08/05/2022 VAR CPN 08/05/2027 CALLABLE 144A PRIVATE PLACEMENT	$ 360,000	$ 361,264
	65,000	UDR INC	DTD 12/13/17 3.500 01/15/2028	$ 60,622	$ 64,262
	600,000	UNION ELECTRIC CO	DTD 03/20/20 2.950 03/15/2030	$ 644,118	$ 571,854
	55,000	UNION ELECTRIC CO	DTD 04/06/18 4.000 04/01/2048	$ 66,273	$ 43,640
	20,000	UNION PACIFIC CORP	DTD 02/14/22 3.375 02/14/2042	$ 19,974	$ 15,728
	230,000	UNION PACIFIC CORP	DTD 10/25/13 4.750 12/15/2043	$ 204,396	$ 203,170
	20,000	UNION PACIFIC CORP	MED TERM NOTE DTD 08/05/19 3.550 08/15/2039	$ 20,165	$ 17,084
	128,672	UNITED AIR	2014-1 A PTT DTD 04/07/14 4.000 04/11/2026	$ 126,016	$ 128,650
	44,412	UNITED AIR	2019-1 AA PTT DTD 02/11/19 4.150 08/25/2031	$ 48,444	$ 43,608
	357,243	UNITED AIRLNS	PASS THRU ASSET BCKD SEC SER 2024-1 CL AA DTD 08/05/2024 5.450% 02/15/2037 CALLABLE	$ 357,243	$ 367,267
	351,000	UNITED TECHNOLOGIES CORP	DTD 08/16/18 4.450 11/16/2038	$ 321,014	$ 329,529
	5,000	UNITEDHEALTH GROUP INC	DTD 06/19/18 4.250 06/15/2048	$ 6,213	$ 4,092
	255,000	UNITEDHEALTH GROUP INC	DTD 10/28/2022 5.350% 02/15/2033 CALLABLE	$ 268,622	$ 265,674
	40,000	UNITEDHEALTH GROUP INC	DTD 10/28/2022 5.875% 02/15/2053 CALLABLE	$ 40,031	$ 40,334
	15,000	UNIV OF NOTRE DAME	DTD 12/14/17 3.394 02/15/2048	$ 17,924	$ 11,260
	570,000	UNIV OF SOUTHERN CALIFOR	DTD 04/18/17 3.841 10/01/2047	$ 701,902	$ 456,963
	250,000	UNIV OF SOUTHERN CALIFOR	DTD 08/22/16 3.028 10/01/2039	$ 266,150	$ 208,175
	120,000	US BANCORP	DTD 11/03/21 11/03/2036	$ 119,633	$ 104,732
	80,000	VALE OVERSEAS LIMITED	DTD 11/21/06 6.875 11/21/2036	$ 83,795	$ 90,049
	35,000	VERIZON COMMUNICATIONS	DTD 03/15/2022 2.355% 03/15/2032 CALLABLE	$ 27,102	$ 30,844
	90,000	VIRGINIA ELEC & POWER CO	DTD 11/06/08 8.875 11/15/2038	$ 124,137	$ 120,246
	675,000	VIRGINIA ELEC & PWR CO	DTD 08/12/2024 5.050% 08/15/2034 CALLABLE	$ 674,535	$ 683,438
	420,000	VISA INC	DTD 12/14/15 4.150 12/14/2035	$ 440,928	$ 408,631
	495,000	WAL-MART STORES	DTD 08/31/05 5.250 09/01/2035	$ 533,927	$ 523,715
	165,000	WAL-MART STORES INC	DTD 04/01/10 5.625 04/01/2040	$ 181,569	$ 175,179
	175,000	WAL-MART STORES INC	DTD 04/11/13 4.000 04/11/2043	$ 146,941	$ 151,515
	190,000	WALMART INC	DTD 09/22/21 2.500 09/22/2041	$ 133,502	$ 137,668
	300,000	WALMART INC	DTD 09/22/21 2.650 09/22/2051	$ 206,811	$ 189,129
	650,000	THE WALT DISNEY COMPANY	DTD 06/01/19 7.750 12/01/2045	$ 1,179,549	$ 822,464
	790,000	THE WALT DISNEY COMPANY	DTD 08/15/19 6.150 02/15/2041	$ 1,187,907	$ 858,920
	150,000	WELLS FARGO & COMPANY	DTD 02/04/14 5.606 01/15/2044	$ 209,370	$ 148,620
	380,000	WELLS FARGO & COMPANY	DTD 03/30/20 04/04/2051	$ 525,924	$ 347,267
	70,000	WELLS FARGO & COMPANY	DTD 10/28/13 5.375 11/02/2043	$ 93,692	$ 67,899
	75,000	WELLS FARGO & COMPANY	MED TERM NOTE DTD 12/08/16 4.750 12/07/2046	$ 67,067	$ 65,900
	240,000	WELLS FARGO & COMPANY	MEDIUM TERM NOTE DTD 06/02/2020 VAR CPN 06/02/2028 CALLABLE	$ 243,118	$ 234,502
	15,000	WESTLAKE CHEMICAL CORP	DTD 08/19/21 2.875 08/15/2041	$ 9,434	$ 10,263
	55,000	WYETH	DTD 03/27/07 5.950 04/01/2037	$ 61,270	$ 59,172

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370
Plan Number: 002
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)	Par Value, Shares, or Units	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
				108,718,995	99,362,895
		Municipal bonds:			
	285,000	CALIFORNIA ST	BUILD AMERICA BONDS DTD 12/01/10 7.600 11/01/2040	$ 512,607	$ 348,846
	330,000	CMWLTH FING AUTH PA	TXBL-SER A DTD 10/31/16 4.144 06/01/2038	$ 392,852	$ 311,609
	150,000	CURATORS OF THE UNIV OF MISSOU S	TXBL-REF-SYSTEM FACS REV BOND DTD 05/05/20 2.012 11/01/2027	$ 130,773	$ 145,497
	2,500,000	LOUISIANA LOC GOVT	ENVMNTL FACS POWER REVENUE DTD 03/29/2023 5.048% 12/01/2034 NON CALLABLE	$ 2,500,000	$ 2,586,325
	340,000	LOUISIANA STATE LOCAL GOVT	ENVRNM POWER REVENUE DTD 05/19/2022 4.275% 02/01/2036 NON CALLABLE	$ 340,653	$ 337,287
	70,000	LOUISIANA STATE LOCAL GOVT	ENVRNMNTL POWER REVENUE DTD 05/19/2022 4.475% 08/01/2039 NON CALLABLE	$ 69,782	$ 68,396
	450,000	NEW JERSEY ST	TPK AUTH TPK REV BUILD AMERICA BONDS-TAXABLE-A-ISSUER SUBSIDY DTD 12/15/10 7.102 01/01/2041	$ 737,892	$ 525,780
	55,000	NEW YORK STATE	URBAN DEV CORP REV REVENUE BONDS DTD 01/16/2019 3.900% 03/15/2033 CALLABLE	$ 63,257	$ 54,201
	15,000	NEW YORK STATE	URBAN DEV CORP REV REVENUE BONDS DTD 01/16/2019 3.900% 03/15/2033 PREREFUNDED 9/15/28 @ 100	$ 17,252	$ 15,050
	65,716	OKLAHOMA DEV FIN AUTH	REV POWER REVENUE DTD 07/20/2022 4.285% 02/01/2034 NON CALLABLE	$ 65,716	$ 65,499
	130,592	OKLAHOMA STATE DEV FIN AUTH	POWER REVENUE DTD 09/07/2022 4.135% 12/01/2033 NON CALLABLE	$ 130,592	$ 129,827
	2,005,351	TEXAS NATURAL GAS	SECURITIZATION UTILITIES REVENUE DTD 03/23/2023 5.102% 04/01/2035 NON CALLABLE	$ 1,984,887	$ 2,058,593
	500,000	TEXAS NATURAL GAS	SECURITIZATION UTILITIES REVENUE DTD 03/23/2023 5.169% 04/01/2041 NON CALLABLE	$ 535,620	$ 509,925
				7,481,883	7,156,835
		United States government securities:			
	1,015,000	UNITED STATES TREASURY	BONDS DTD 02/15/2025 4.625% 02/15/2035	$ 1,058,574	$ 1,053,580
	330,000	UNITED STATES TREASURY	BONDS DTD 08/15/2025 4.750% 08/15/2055	$ 330,337	$ 324,433
	2,445,000	UNITED STATES TREASURY	NOTES DTD 02/15/2024 4.000% 02/15/2034	$ 2,421,626	$ 2,437,372
	925,000	UNITED STATES TREASURY	NOTES DTD 11/15/2025 4.000% 11/15/2035	$ 914,406	$ 911,708
	785,000	UNITED STATES TREASURY	BOND DTD 08/15/13 3.625 08/15/2043	$ 684,667	$ 677,612
	1,820,000	UNITED STATES TREASURY	BOND DTD 11/15/12 2.750 11/15/2042	$ 1,399,050	$ 1,398,561
	40,000	UNITED STATES TREASURY	BOND DTD 11/30/20 1.375 11/15/2040	$ 25,966	$ 25,962
	700,000	UNITED STATES TREASURY	BOND/NOTE STRIPPED ZERO DTD 08/15/07 05/15/2034	$ 572,334	$ 492,184
	700,000	UNITED STATES TREASURY	SEC STRIPPED DTD 02/15/06 02/15/2034	$ 574,476	$ 498,498
				7,981,436	7,819,910
		Money market fund:			
	3,116,953	ALLSPRING	GOVERNMENT MONEY MARKET FUND SELECT CLASS - #3802	$ 3,116,953	$ 3,116,953
		Total investments		$ 153,708,028	$ 149,564,500

* Denotes party-in-interest

LABORATORY CORPORATION OF AMERICA HOLDINGS
CASH BALANCE RETIREMENT PLAN

EIN: 13-3757370
Plan Number: 002
Schedule H, Line 4j - Schedule of Reportable Transactions (1)(2)
Year Ended December 31, 2025

(a) (b) Identity of Party and Description of Asset	(c) Purchase Price (3)(4)	(d) Selling Price or Proceeds (3)(4)	(g) Cost of Assets	(h) Current Value of Asset on Transaction Date	(i) Net Gain (Loss)
Category (i) - Single transactions in excess of 5% of Plan assets:					
Money market fund:					
Allspring Government Money Market Fund	$ 32,756,677	$ -	$ 32,756,677	$ 32,756,677	$ -
Allspring Government Money Market Fund	$ -	$ 34,019,000	$ 34,019,000	$ 34,019,000	$ -
Category (iii) - Series of transactions in excess of 5% of Plan assets:					
Money market fund:					
Allspring Government Money Market Fund	$ 88,740,760	$ -	$ 88,740,760	$ 88,740,760	$ -
Allspring Government Money Market Fund	$ -	$ 90,982,494	$ 90,982,494	$ 90,982,494	$ -

(1) This schedule presents the aggregate transactions in any security where the transactions in that security exceed 5% of Plan assets as of January 1, 2025, as certified by the Trustee.

(2) The information in this schedule has been certified as complete and accurate by the Trustee.

(3) The value of securities at the time of purchase or sale is the fair value.

(4) Brokerage commissions are included in purchase prices and deducted from sales proceeds.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a

Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Number and average account balance distributed by attained age and attained years of credited service[1]

	Attained Years of Credited Service[2]										
Attained Age	**Under 1**	**1-4**	**5-9**	**10-14**	**15-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40 & Over**	**Total**
Under 25	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
25-29	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
30-34	0	0	0	0	0	0	0	0	0	0	0
	-	-	-	-	-	-	-	-	-	-	-
35-39	14	56	0	0	0	0	0	0	0	0	70
	-	2,063	-	-	-	-	-	-	-	-	1,876
40-44	59	293	81	0	0	0	0	0	0	0	433
	1,246	3,451	9,619	-	-	-	-	-	-	-	4,304
45-49	48	383	327	91	2	0	0	0	0	0	851
	1,427	4,167	11,610	19,682	-	-	-	-	-	-	8,577
50-54	67	386	370	244	60	8	0	0	0	0	1,135
	1,501	4,850	12,554	23,351	36,490	-	-	-	-	-	13,105
55-59	48	379	361	244	173	102	7	0	0	0	1,314
	1,821	5,085	14,001	25,749	40,589	58,376	-	-	-	-	20,372
60-64	54	315	378	188	169	149	68	0	0	0	1,321
	1,699	5,815	14,699	26,230	42,328	60,059	70,183	-	-	-	25,197
65-69	23	165	174	115	79	56	40	1	0	0	653
	1,413	5,383	16,538	26,214	42,481	59,673	80,970	-	-	-	25,876
70 & over	5	60	75	39	37	20	17	2	0	0	255
	-	6,288	12,414	24,687	38,469	51,424	-	-	-	-	25,181
Total	318	2,037	1,766	921	520	335	132	3	0	0	6,032
	1,517	4,722	13,386	24,625	40,752	58,637	75,648	-	-	-	17,828

[1] Excludes four participants with $0 account balance as of the valuation date. The average cash balance is not shown for any group that has less than 20 participants.

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

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370 / 002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis:

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

Interest rates:

	Reflecting Corridors	Not Reflecting Corridors
• First segment rate	5.07%	5.07%
• Second segment rate	5.31%	5.33%
• Third segment rate	5.50%	5.36%
• Effective interest rate	5.30%	5.30%

Conversion of prior plan annuities to lump sums: For Funding, lump sum conversion rate is equal to the 3-segment rates used to determine the Funding Target Liability.

Demographic Assumptions

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

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

Plan-related expenses: The amount included this year for plan-related expenses is $2,588,180. This is the amount of actual non-PBGC premium administrative expenses paid for the prior year plus expected PBGC premiums.

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

SCHEDULE SB ATTACHMENTS

Mortality

- Healthy

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

- Disabled

Alternative disabled life mortality tables as defined under Rev. Ruling 96-7.

Termination

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

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

SCHEDULE SB ATTACHMENTS

Disability

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

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

Retirement

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

Percentage assumed to retire during the year		
Age	Percentage (Active)	Percentage (Current Terminated Vested)
55 - 58	4.50%	0.00%
59 - 61	6.25%	0.00%
62 - 64	11.00%	0.00%
65 - 69	20.00%	25.00%
71 - 74	20.00%	100.00%
75+	100.00%	100.00%

Benefit commencement date and form of payment:

- Preretirement death benefit

  Surviving spouses are assumed to elect an immediate lump sum distribution of half of the participant's Cash Balance account following the death of the participant. Surviving spouses are assumed to defer any prior plan annuity benefits until the participant would have reached age 65.

- Deferred vested benefit

  75% of active participants are assumed to elect an immediate lump sum payment upon termination, and 25% are assumed to elect a deferred lump sum payment payable at age 65. Current terminated vested participants who did not elect a lump sum payment at

	termination are assumed to elect a deferred lump sum payment payable based on the retirement assumption for current terminated vested participants.
• Disability benefit	Upon disability, current active participants are assumed to elect a lump sum distribution at age 65.
• Retirement benefit	75% of active participants are assumed to elect an immediate lump sum distribution upon retirement, and 25% are assumed to elect a deferred lump sum payment payable at age 65.
Percent married	70% of eligible participants. Used to value pre-retirement surviving spouse benefits.
Spouse age	Male spouses are assumed to be 3 years older than female spouses.
Cash flow timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement and beginning of year decrements are assumed for the valuation.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during plan year plus plan-related expenses expected to be paid from plan assets during plan year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce

	smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with Laboratory Corporation of America and based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

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

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

Plan Name	**Laboratory Corporation Of America Holdings Cash Balance Retirement Plan**
Plan Sponsor EIN	**13-3757370**
ERISA Plan #	**002**
Plan Year Ending	**December 31, 2025**

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

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

SCHEDULE SB (Form 5500)

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
LABORATORY CORPORATION OF AMERICA HOLDINGS CASH BALANCE RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
Laboratory Corporation of America Holdings

D Employer Identification Number (EIN)
13-3757370

E Type of plan: [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**	196,419,383
b Actuarial value	**2b**	193,826,744

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	891	38,842,713	38,842,713
b For terminated vested participants	2,007	40,858,411	40,858,411
c For active participants	6,036	106,595,635	106,595,635
d Total	8,934	186,296,759	186,296,759

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**	5.30 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	0
b Expected plan-related expenses	**6b**	2,588,180
c Target normal cost	**6c**	2,588,180

Statement by Enrolled Actuary

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

SIGN HERE Nathan Bragg NDB — August 6, 2026

Signature of actuary — Date

Nathan Bragg — 2607999

Type or print name of actuary — Most recent enrollment number

Willis Towers Watson US LLC — 704-620-6480

Firm name — Telephone number (including area code)

PO Box 674401
Houston TX 77267

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	32,729,315
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	4,724,939
9	Amount remaining (line 7 minus line 8)	0	28,004,376
10	Interest on line 9 using prior year's actual return of 4.93 %	0	1,380,616
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 4.96 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	29,384,992

Part III Funding Percentages

14	Funding target attainment percentage	14	88.26 %
15	Adjusted funding target attainment percentage	15	103.49 %
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	94.46 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

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

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] 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
0	0	0	0

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	64

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

Part VI Miscellaneous Items

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

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

26 Demographic and benefit information

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

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

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

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

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

a Target normal cost (line 6c)	**31a**	2,588,180
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	21,855,007	2,124,763
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	4,712,943

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	4,712,943	4,712,943

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

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

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

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

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x * l_x / l_{55}$
55	0.045	1000	1.000000	0.045000	2.475000
56	0.045	955	0.955000	0.042975	2.406600
57	0.045	912	0.912025	0.041041	2.339344
58	0.045	871	0.870984	0.039194	2.273268
59	0.0625	832	0.831790	0.051987	3.067224
60	0.0625	780	0.779803	0.048738	2.924260
61	0.0625	731	0.731065	0.045692	2.787186
62	0.11	685	0.685374	0.075391	4.674247
63	0.11	610	0.609982	0.067098	4.227178
64	0.11	543	0.542884	0.059717	3.821906
65	0.20	483	0.483167	0.096633	6.281172
66	0.20	387	0.386534	0.077307	5.102244
67	0.20	309	0.309227	0.061845	4.143641
68	0.20	247	0.247382	0.049476	3.364389
69	0.20	198	0.197905	0.039581	2.731092
70	0.20	158	0.158324	0.031665	2.216539
71	1.00	127	0.126659	0.126659	8.992814
Average age at retirement					63.828105
Rounded for Schedule SB item 22					64 ==> SCHB_WARA

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370 / 002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

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

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	13,832,207	6,999,386	4,556,407	25,388,000
2026	11,911,009	2,999,472	4,371,837	19,282,318
2027	11,360,513	3,025,747	4,180,954	18,567,214
2028	11,394,695	3,032,048	3,982,795	18,409,538
2029	10,618,180	3,285,224	3,779,066	17,682,470
2030	10,290,756	3,066,546	3,570,533	16,927,835
2031	9,588,191	3,063,752	3,359,403	16,011,346
2032	9,124,232	3,254,785	3,146,159	15,525,176
2033	8,482,818	3,090,980	2,931,902	14,505,700
2034	7,553,864	3,013,380	2,702,781	13,270,025
2035	6,908,050	2,847,789	2,476,560	12,232,399
2036	6,320,181	2,863,775	2,266,103	11,450,059
2037	5,370,958	2,603,366	2,061,723	10,036,047
2038	5,173,535	2,421,337	1,873,312	9,468,184
2039	4,222,457	2,212,537	1,689,101	8,124,095
2040	3,942,042	2,190,670	1,514,398	7,647,110
2041	3,250,954	1,959,842	1,353,629	6,564,425
2042	3,009,264	1,830,447	1,203,659	6,043,370
2043	2,443,285	1,644,739	1,065,484	5,153,508
2044	1,988,334	1,537,752	928,436	4,454,522
2045	1,661,805	1,380,113	802,268	3,844,186
2046	1,408,828	1,225,308	697,075	3,331,211
2047	1,058,690	992,020	602,576	2,653,286
2048	859,177	843,565	518,249	2,220,991
2049	635,090	742,978	443,474	1,821,542
2050	510,474	574,379	377,575	1,462,428
2051	360,479	434,442	319,845	1,114,766
2052	296,925	375,938	269,576	942,439
2053	191,904	303,536	226,073	721,513

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370 / 002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2054	131,051	251,112	188,649	570,812
2055	96,876	214,421	156,644	467,941
2056	70,242	183,628	129,428	383,298
2057	40,810	154,896	106,411	302,117
2058	25,487	130,186	87,049	242,722
2059	15,629	107,202	70,839	193,670
2060	9,632	86,626	57,327	153,585
2061	4,522	69,509	46,114	120,145
2062	3,305	54,960	36,851	95,116
2063	1,551	42,802	29,239	73,592
2064	1,289	32,818	23,018	57,125
2065	1,111	24,764	17,965	43,840
2066	952	18,381	13,888	33,221
2067	811	13,416	10,624	24,851
2068	686	9,625	8,035	18,346
2069	576	6,784	6,002	13,362
2070	481	4,695	4,423	9,599
2071	399	3,190	3,211	6,800
2072	328	2,126	2,295	4,749
2073	268	1,390	1,612	3,270
2074	217	891	1,112	2,220

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Provisions

The plan was originally effective January 1, 1992, restated effective January 1, 2016 and subsequently amended by Amendment Number 1 (adopted November 2018) which provided for the automatic payments of small Cash Balance accounts (less than or equal to $5,000) for commencement dates on and after December 1, 2018. Amendment Number 2 (adopted November 2023) formally authorized the limited retiree annuity purchase transaction which occurred in February 2023. Amendment Number Four (adopted March 2024) reflected updates from SECURE 2.0 including raising the mandatory cashout limit from $5,000 to $7,000 and updating the required beginning date of the plan.[1]

Definitions

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

[1] There is no Amendment Number Three to the plan.

SCHEDULE SB ATTACHMENTS

Sample special service provisions

a. Employees of Biomedical Reference Laboratories, Inc.
Service for the purposes of participation and vesting is measured from date of hire by BRL; Credited Service is measured from the later of January 1, 1983 or the date of employment.

b. Former Participants in the CBL Plan as of June 30, 1983
Service for the purposes of determining participation and vesting is measured from the same date that such service commenced under the CBL Plan. Credited Service is measured from July 1, 1983.

c. Former Participants in the RCL Plan as of December 31, 1983
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from the same date that such service commenced under the RCL Plan.

d. Employees in the Roche Clinical Laboratories Division as of December 31, 1983 and other than those described in (c)
Service for the purposes of determining participation and vesting shall take into account all service with Roche Clinical Laboratories, Inc. Credited Service is measured from January 1, 1984.

e. Former Participants in the Medlabs Plan as of February 28, 1989
Service for the purposes of determining participation and vesting shall take into account all service with Medical Laboratory Associates, Inc. and Affiliated Companies. Credited Service is measured from July 1, 1988.

f. Former Employees of Allied Clinical Laboratories
Service for the purposes of participation and vesting service is measured from the later of June 23, 1994 or date of hire with date of participation not earlier than January 1, 1996. Credited service is measured from the later of January 1, 1996 or date of participation.

g. Former Employees of Med Express
Service for the purposes of participation and vesting is measured from the later of July 14, 1995 or date of hire. Credited Service is measured from date of participation.

h. Former Employees of Nyack Hospital Laboratories
Service for purposes of participation and vesting is measured from date of hire with date of participation not earlier than May 1, 1995. Credited Service is measured from the later of May 1, 1995 or date of participation.

SCHEDULE SB ATTACHMENTS

Sample special service provisions (continued)

i. Former Eligible Employees of Dynacare Laboratories
Service for purposes of participation and vesting is measured from the later of July 25, 2002 or date of hire. Credited service is measured from the later of January 1, 2004 or date of participation.

j. Former Employees of Path Lab
Service for purposes of participation and vesting is measured from the later of May 1, 2001 or date of hire. Credited service is measured from the later of July 1, 2002 or date of participation.

k. Former Employees of Dianon Systems
Service for purposes of participation and vesting is measured from the later of January 17, 2003 or date of hire. Credited service is measured from the later of July 1, 2004 or date of participation.

Final average compensation

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

Plan compensation

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

Social Security benefit

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

SCHEDULE SB ATTACHMENTS

Eligibility for Benefits

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

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

Former Participants of the NHL Incorporated Employees' Retirement Plan

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

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

b. The benefit determined from the minimum benefit schedule as follows:

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

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

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

Former Participants of the Roche Biomedical Laboratories Retirement Plan

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

a. 1.83% of Final Average Compensation multiplied by credited service not in excess of 25 years, less 0.63% of Final Average Compensation limited to Covered Compensation multiplied by credited service not in excess of 25 years.

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

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

Former Participants in the CBL Plan

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

a. The sum of:

   I. 1% of Basic Earnings Rate as of June 30, 1983 multiplied by service as of December 31, 1975.

   II. 1.2% of Basic Earnings Rate as of June 30, 1983 multiplied by service earned from December 31, 1975 through June 30, 1983.

   III. The RBL plan benefit based upon service measured from June 30, 1983, not in excess of 25 years.

b. The sum of:

   I. 1% of the greater of Earnings and Final Average Earnings multiplied by service as of December 31, 1975.

   II. 1.2% of the greater of Earnings and Final Average Earnings multiplied by service earned from December 31, 1974 through June 30, 1983.

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

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

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

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

Former Participants in the RCL Plan

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

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

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

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

Former Participants in the Medlabs Plan

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

SCHEDULE SB ATTACHMENTS

Normal retirement (continued)

Cash Balance Formula

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

Pay-based Credit:

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

Interest Credit: 4.00%.

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

Late retirement

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

a. the benefit calculated using credited service and compensation as of the late retirement date; and

b. the benefit accrued as of the normal retirement date, actuarially increased to the late retirement date.

Accrued benefit

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

Former Participants in the RBL Plan

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

SCHEDULE SB ATTACHMENTS

Accrued benefit (continued)

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

Former Participants in the CBL Pension Plan

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

Benefits may commence after the attainment of age 50.

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

Former Participants in the RCL Plan

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

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

Former Participants in the Medlabs Plan

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

SCHEDULE SB ATTACHMENTS

Early retirement benefit

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

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

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

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

Disability benefit

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

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

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

Vested benefits upon termination of service

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

SCHEDULE SB ATTACHMENTS

Death benefits for participants in active service

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

Death benefits for former participants in the RCL Plan

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

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

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

Death benefits for retired former RBL plan participants

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

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

SCHEDULE SB ATTACHMENTS

Other Plan Provisions

Normal form of retirement income	The normal form of benefit is 10 years certain and life. For benefits accrued under the RBL Plan, either prior to July 1, 1995 or as a grandfathered employee, the normal form of benefit is a life only benefit.
Optional forms of retirement income in lieu of normal form	The plan provides optional payment forms, including the qualified Joint and Contingent benefit for married employees and lump sum distributions, on an actuarially equivalent basis. Actuarial equivalence for this purpose is based on PPA assumptions for terminations after December 31, 2007.

Future Plan Changes

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

Changes in Benefits Valued Since Prior Year

None.

Plan Name	**Laboratory Corporation Of America Holdings Cash Balance Retirement Plan**
Plan Sponsor EIN	**13-3757370**
ERISA Plan #	**002**
Plan Year Ending	**December 31, 2025**

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

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

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

	Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1.	Shortfall	01/01/2025	11,672,081	15.00000	11,672,081	1,088,310
2.	Shortfall	01/01/2024	2,117,205	14.00000	1,972,529	192,624
3.	Shortfall	01/01/2023	9,214,050	13.00000	8,210,397	843,829
Total					21,855,007	2,124,763

Plan Name: Laboratory Corporation of America Holdings Cash Balance Retirement Plan
EIN / PN: 13-3757370 / 002
Plan Sponsor: Laboratory Corporation of America Holdings
Valuation Date: January 1, 2025