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
- [X] 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
CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1988

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)
CARL ZEISS, INC.

MOOSAH GULAM

ONE NORTH BROADWAY
WHITE PLAINS, NY 10601

ONE NORTH BROADWAY
WHITE PLAINS, NY 10601

2b Employer Identification Number (EIN)
13-1495820

2c Plan Sponsor's telephone number
914-681-7730

2d Business code (see instructions)
339110

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	MOOSAH GULAM
	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:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	2199
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)**	1500
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1449
b	Retired or separated participants receiving benefits	**6b**	22
c	Other retired or separated participants entitled to future benefits	**6c**	680
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2151
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	8
f	Total. Add lines **6d** and **6e**.	**6f**	2159
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)**	2146
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)**	2107
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	53
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:

2F 2G 2J 2K 2T 3D 3H 2E

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

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **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 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
CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
13-1495820

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 64 65	RECORDKEEPER	106449	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE 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
CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
13-1495820

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: MIP CL 1

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

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)
04-3022712-024	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 2

b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY

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)
04-3022712-024	C	21986753

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):

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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

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

a Plan name

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

a Plan name

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

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
CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
13-1495820

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3930509	3551790
(2) Participant contributions	1b(2)	6347	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	42959	60639
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	3448730	3354013
(9) Value of interest in common/collective trusts	1c(9)	20660837	21986753
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	332553336	379626389
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	360642718	408579584
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	360642718	408579584

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)	9876218	
(B) Participants	2a(1)(B)	17737055	
(C) Others (including rollovers)	2a(1)(C)	2020661	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		29633934
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	2128	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	140869	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		142997
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	20020284	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		20020284
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		1279054
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		38479416
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		89555685
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	40854505	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		40854505
f Corrective distributions (see instructions)	2f		4853
g Certain deemed distributions of participant loans (see instructions)	2g		30371
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	300	
(3) Recordkeeping fees	2i(3)	106149	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		106449
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		40996178
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		48559507
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		622641

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: MAILLIE LLP **(2)** EIN: 23-1518888

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		1399153
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		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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

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

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

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)
CARL ZEISS MEDITEC, INC. RETIREMENT AND INVESTMENT PLAN	94-3374401	001

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

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

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
CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
13-1495820

Part I Distributions

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

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

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

EIN(s): 04-6568107

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** |

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A .

CARL ZEISS, INC. 401(k)
SAVINGS & INVESTMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2025

Maillie®
ACCOUNTANTS • ADVISORS

CARL ZEISS, INC. 401(k) SAVINGS & INVESTMENT PLAN

TABLE OF CONTENTS

YEAR ENDED DECEMBER 31, 2025

	Page
Independent Auditors' Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Schedules	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	14
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	15

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PO Box 11847, Wilmington, DE 19850-1847

Independent Auditors' Report

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Opinion

We have audited the financial statements of Carl Zeiss, Inc. 401(k) Savings & Investment Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Carl Zeiss, Inc. 401(k) Savings & Investment Plan as of December 31, 2025 and 2024, and the changes in net assets available for benefits for the year ended December 31, 2025 in accordance with accounting principles generally accepted in the United States of America.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for one year after the date that the financial statements are 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

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, 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 audits.

- 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for a reasonable period of time.

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

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions 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 has been subjected to the 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.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, 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 information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Maillie LLP

Limerick, Pennsylvania
October 12, 2026

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments at fair value		
Money market fund	$ 60,639	$ 42,959
Mutual funds	379,626,389	332,553,336
Common collective trust	22,680,791	21,982,982
TOTAL INVESTMENTS	402,367,819	354,579,277
Receivables		
Employer contribution	3,551,790	3,930,509
Participant contribution	-	6,347
TOTAL RECEIVABLES	3,551,790	3,936,856
Notes receivable from participants	3,354,013	3,448,730
NET ASSETS AVAILABLE FOR BENEFITS	$ 409,273,622	$ 361,964,863

See the independent auditors' report and accompanying notes.

CARL ZEISS, INC. 40I(K) SAVINGS & INVESTMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2025

ADDITIONS TO NET ASSETS		
Contributions		
Employer	$	9,876,218
Employee		17,737,055
Rollover		2,020,661
TOTAL CONTRIBUTIONS		29,633,934
Interest income, notes receivable from participants		140,869
TOTAL ADDITIONS		29,774,803
DEDUCTIONS FROM NET ASSETS		
Benefits to participants		40,854,505
Deemed distributions		30,371
Corrective distributions		4,853
Administrative fees		106,449
TOTAL DEDUCTIONS		40,996,178
INVESTMENT INCOME		
Interest and dividends		20,022,412
Net appreciation in common collective trusts		650,947
Net appreciation in fair value of mutual funds		38,479,416
NET INVESTMENT INCOME		59,152,775
NET INCREASE IN ASSETS PRIOR TO TRANSFER		47,931,400
ASSETS TRANSFERRED FROM PLAN		(622,641)
NET INCREASE		47,308,759
NET ASSETS AVAILABLE FOR BENEFITS		
BEGINNING OF YEAR		361,964,863
END OF YEAR	$	409,273,622

See the independent auditors' report and accompanying notes.

NOTE A - DESCRIPTION OF PLAN

The following description of the Carl Zeiss, Inc. 401(k) Savings & Investment Plan provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering active employees of certain operating and administrative divisions of Carl Zeiss, Inc. and its affiliates (the "Company" or "Employer"). Effective January 1, 2005, the plan was amended to allow participation by affiliated employers. All employees are eligible to participate immediately upon their date of hire. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Participants may elect to defer between 1% and 60% of their eligible compensation on both a pre-tax and Roth deferral basis through payroll deductions, subject to the annual contribution limits imposed by the Internal Revenue Code ("IRC"). Employees who have attained age of 50 are permitted to make additional catch-up contributions in accordance with IRC provisions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollovers).

The Plan provides for an Employer matching contribution equal to 67% of the deferral contributions up to 6% of eligible compensation. For purposes of determining the matching contributions under the Plan, contributions will not include age 50 and over catch-up contributions. Additionally, the Employer makes a non-elective contribution equal to 2% of each eligible employee's compensation. The Employer non-elective contribution is made and recorded on an annual basis.

The Plan features an automatic enrollment provision whereby all newly eligible employees are enrolled at a default deferral rate of 3% of eligible compensation, unless they affirmatively elect not to participate in the Plan.

Participant Accounts

A separate investment account is maintained for each participant under the Plan. Participants may direct the investment of their accounts among various funds designated by the Plan. Participant accounts are credited with the participant's contribution, an allocation of the Company's matching contributions, non-elective contribution and an allocation of Plan earnings or losses and are charged with an allocation of administrative expenses, as defined in the Plan. The benefit to which a participant is entitled is limited to the value of their vested account balance.

NOTE A - DESCRIPTION OF PLAN (Continued)

Vesting

Participants are always 100% vested in their own contributions. Participants are also immediately 100% vested in Employer matching contributions plus actual earnings thereon. Participants are 100% vested in the Employer non-elective contribution upon completion of 3 years of vesting service. In determining years of service for vesting purposes, the elapsed time method is used.

Notes Receivable from Participants

Plan participants are eligible to borrow against the Plan by pledging a percentage of their vested account balance as collateral. Only one loan may be outstanding at any given time. The loan amount must be at least $1,000 and may not exceed the lesser of 50% of the participant's vested account balance or $50,000. The standard loan term may not exceed five years, unless the loan is used to purchase a principal residence, in which case the repayment period may be extended—but must not exceed ten years from the date the loan is issued. The applicable interest rate is set at the time of application based on prevailing interest rates. In the event of default, any unpaid loan balance will be treated as a taxable distribution, as defined under the Plan.

Payment of Benefits

Participants are eligible to receive a distribution of the vested portion of their individual account balance upon the following:

- The occurrence of any of the distributable events specified in the Adoption Agreement,
- The participant's termination of employment after attaining normal retirement age, or
- Termination of the Plan.

Early retirement is age 55 and completion of 5 years of vesting service.

The normal retirement age under this Plan is 65.

Forfeitures

Employees who terminate employment and are not fully vested will forfeit the nonvested portion of their account balance to the Plan, as specified in the Adoption Agreement. Forfeitures will be applied to reduce employer contributions or pay plan expenses. As of December 31, 2025 and 2024, forfeited nonvested accounts were $486,762 and $195,961. During the year ended December 31, 2025, $111 was used to pay Plan expenses.

NOTE A - GENERAL DESCRIPTION OF THE PLAN (Continued)

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, distribution of participants' accounts shall be in accordance with the Plan document.

Plan Amendments

On December 29, 2022, the "Setting Every Community Up for Retirement Enhancement (SECURE) 2.0 Act" was signed into law in the United States. The Secure 2.0 Act is an expansion of the Secure Act passed during 2019. The Act includes several mandatory and optional provisions that will become effective across several years. The Secure 2.0 Act aims to expand retirement access, increase retirement savings, and simplify plan administration. Plans may choose to operationally implement the provisions of the Secure 2.0 Act, however plan administrators have until December 31, 2026 to officially amend the plan document to reflect the provisions adopted by the plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments in mutual funds and the money market fund are stated at fair value. Shares of mutual funds are valued at quoted market prices. The Plan's investments in the common collective trust are stated at net asset value as a practical expedient as reported by the trustee which include a mix of mutual funds and managed accounts. Net appreciation or depreciation of investments is reported on the statement of changes in net assets available for benefits and consists of realized gains and losses and the unrealized appreciation or depreciation of these investments. All underlying investments options are valued daily. This daily price is considered the selling price for transfers and withdrawals and is calculated each day the principle market is open and available to any participant in the Plan.

Purchases and sales of mutual fund and the money market shares and common collective trust are recorded at end of day net asset value. Dividends are recorded as of the record date.

See the independent auditors' report.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses, excluding transaction fees, are paid by the Company and are excluded from these financial statements. Investment related expenses are included in the NAV of the respective funds and, consequently, those expenses are not separately reflected but are a component of net appreciation in fair value of investments.

Date of Management's Review

Management has evaluated subsequent events through October 12, 2026, the date which the financial statements were available to be issued.

NOTE C - FAIR VALUE MEASUREMENTS

Professional accounting standards establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three broad levels.

Level 1 inputs are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. *Level 2* inputs are other than quoted prices that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument. *Level 3* inputs are unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

NOTE C - FAIR VALUE MEASUREMENTS (Continued)

The assets of the Plan for which fair values are determined on a recurring basis are summarized as follows:

	2025		2024	
	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)
Money market fund	$ 60,639	$ -	$ 42,959	$ -
Mutual funds	379,626,389	-	332,553,336	-
Common collective trust	-	22,680,791	-	21,982,982
	$ 379,687,028	$ 22,680,791	$ 332,596,295	$ 21,982,982

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

Money market fund and mutual funds have quoted prices for identical assets in active markets; therefore, the investments are measured at fair value using these readily available Level 1 inputs. The common collective trust is stated at net asset value per share as a practical expedient.

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

	Fair Value		Unfunded	Redemption	Redemption Notice
Investment Type	2025	2024	Commitments	Frequency	Period
Common collective trust	$ 22,680,791	$ 21,982,982	None	Daily	None

See the independent auditors' report.

NOTE D - INVESTMENT IN COMMON COLLECTIVE TRUST

The Managed Income Portfolio I ("MIP") is a common collective trust. Fidelity Management Trust Company is the trustee of the MIP. The MIP invests in assets (typically fixed income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements), enters wrap contracts issued with third parties, and invests in cash equivalents represented by shares in money market funds. Wrap contracts are purchased from issuers rated in the top three long-term rating categories (A- or the equivalent and above). The MIP has no unfunded commitments at December 31, 2025 and 2024.

Investment contracts are designed to permit the use of book value accounting to maintain a constant $1 unit price and to provide for the payment of participant-directed withdrawals and exchanges at book value (principal and interest accrued to date) during the term of the investment contracts. However, withdrawals prompted by certain events (e.g., termination of the portfolio, changes in laws or regulations, substantive modification to the portfolio or the administration of the portfolio that is not consented to by the wrap issuer, etc.) may be paid at market value which may be less than book value. Participants may ordinarily direct the withdrawal or transfer of all or apportion of their investment in the MIP at NAV.

NAV per unit is determined each business day. Issues and redemptions of units are recorded, upon receipt of unitholder's instructions in good order, based on the next determined NAV per unit normally each day. In unusual market conditions, the trustee may impose restrictions on issues and redemptions of units.

NOTE E - PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan and, therefore, these transactions in the investments and notes receivable from participants qualify as party-in-interest transactions, which are allowable under ERISA guidelines.

Revenue credits are earned when mutual funds in the Plan generate more revenue credits to the provider (Fidelity Management Trust Company) than the plan provider (Fidelity Management Trust Company) charges to administer the Plan. These excess credits are allocated back to all eligible participants on a pro rata quarterly basis based on the size of their account balance in the Plan. These transactions are considered allowable party-in-interest transactions. The eligible credits for the 2025 year total $36,422 and have been netted in administrative fees on the statement of changes in net assets available for benefits.

Participants who are active employees may borrow from their accounts, and such loans qualify as exempt party-in-interest transactions under ERISA. These loans are recorded as notes receivable from participants in the statements of net assets available for benefits.

See the independent auditors' report.

NOTE F - TAX STATUS OF THE PLAN

The Plan utilizes a Non-Standardized Pre-Approved Profit Sharing Plan with CODA sponsored by FMR LLC. The trust established under the Plan to hold the Plan's assets is qualified pursuant to the appropriate section of the Internal Revenue Code, and, accordingly, the trust's net investment income is exempt from income taxes. The volume submitter Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Service. The Plan has been amended since receiving the opinion letter; however, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

During the audit the Company became aware of certain operational failures. The Company is working with The Plan's third-party administrator to correct these failures in accordance with Department of Labor guidelines.

NOTE G - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per financial statements	$ 409,273,622	$ 361,964,863
Common collective trust fund market adjustment	(694,038)	(1,322,145)
Net assets available for benefits per the Form 5500	$ 408,579,584	$ 360,642,718

The following is a reconciliation of the change in net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025
Changes in net assets available for benefits	$ 47,308,759
Change in common collective trust fund market adjustment	628,107
Changes in net assets available for benefits per the Form 5500	$ 47,936,866

See the independent auditors' report.

NOTE H - LATE REMITTANCES

When participant payroll deferrals are not remitted within the appropriate time period by the Company, these transactions constitute prohibited transactions as defined by ERISA.

During the year ended December 31, 2025, employee contributions aggregating $15,622 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

During the year ended December 31, 2024, employee contributions aggregating $1,383,531 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

NOTE I - RISKS AND UNCERTAINTIES

Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investments securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE J - TRANSFER OF ASSETS

During 2025, net assets of $622,641 were transferred out of the Plan in connection with the transfer of an employee to another participating employer. This transfer is reflected in the accompanying statement of changes in net assets available for benefits.

See the independent auditors' report.

SUPPLEMENTAL SCHEDULES

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR)
DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Funds EUPAC Growth	Mutual Fund		$ 5,337,290
	Allspring Special Small Cap Value R6	Mutual Fund		3,154,411
*	Fidelity Freedom 2010 K6	Mutual Fund		681,522
*	Fidelity Freedom 2015 K6	Mutual Fund		964,091
*	Fidelity Freedom 2020 K6	Mutual Fund		6,867,191
*	Fidelity Freedom 2025 K6	Mutual Fund		14,100,044
*	Fidelity Freedom 2030 K6	Mutual Fund		31,755,706
*	Fidelity Freedom 2035 K6	Mutual Fund		32,270,015
*	Fidelity Freedom 2040 K6	Mutual Fund		30,663,600
*	Fidelity Freedom 2045 K6	Mutual Fund		25,763,433
*	Fidelity Freedom 2050 K6	Mutual Fund		20,465,919
*	Fidelity Freedom 2055 K6	Mutual Fund		16,361,220
*	Fidelity Freedom 2060 K6	Mutual Fund		8,572,248
*	Fidelity Freedom 2065 K6	Mutual Fund		2,680,755
*	Fidelity Freedom 2070 K6	Mutual Fund		26,789
*	Fidelity Freedom Income K6	Mutual Fund		759,780
*	Fidelity International Index	Mutual Fund		8,771,680
*	Fidelity Investment Grade Bond	Mutual Fund		6,839,136
*	Fidelity OTC K6 Portfolio	Mutual Fund		45,533,491
*	Fidelity Puritan K6	Mutual Fund		16,493,646
	JPMorgan US Value Fund R6	Mutual Fund		9,563,106
	MFS Growth Fund R6	Mutual Fund		37,188,565
	Vanguard Small Growth Index Fund Inst	Mutual Fund		7,909,750
	Vanguard Total Bond Market Fund Inst	Mutual Fund		5,109,826
	Vanguard Institutional Index Fund	Mutual Fund		41,793,175
	Managed Income Portfolio - Class 2	Common Collective Trust		22,680,791
*	Fidelity MM Government Portfolio - Cl 1	Money Market Fund		60,639
*	Notes Receivable from Participants	4.25%, maturities through September 2035		3,354,013
				$ 405,721,832

*Party-in-interest
**Cost information not required for participant-directed investments of a single employer plan

See the independent auditors' report.

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4a - SCHEDULE OF
DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

Year	Participant Contributions Transferred Late to Plan ☑ Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 15,622	$ 15,622	$ -	$ -	$ -
2024	$ 1,383,531	$ -	$ 1,383,531	$ -	$ -

See the independent auditors' report.

CARL ZEISS, INC. 401(k)
SAVINGS & INVESTMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2025

Maillie®
ACCOUNTANTS • ADVISORS

CARL ZEISS, INC. 401(k) SAVINGS & INVESTMENT PLAN

TABLE OF CONTENTS

YEAR ENDED DECEMBER 31, 2025

	Page
Independent Auditors' Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Schedules	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	14
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	15

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PO Box 11847, Wilmington, DE 19850-1847

Independent Auditors' Report

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Opinion

We have audited the financial statements of Carl Zeiss, Inc. 401(k) Savings & Investment Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Carl Zeiss, Inc. 401(k) Savings & Investment Plan as of December 31, 2025 and 2024, and the changes in net assets available for benefits for the year ended December 31, 2025 in accordance with accounting principles generally accepted in the United States of America.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for one year after the date that the financial statements are 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

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, 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 audits.

- 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for a reasonable period of time.

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

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions 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 has been subjected to the 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.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, 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 information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Maillie LLP

Limerick, Pennsylvania
October 12, 2026

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments at fair value		
Money market fund	$ 60,639	$ 42,959
Mutual funds	379,626,389	332,553,336
Common collective trust	22,680,791	21,982,982
TOTAL INVESTMENTS	402,367,819	354,579,277
Receivables		
Employer contribution	3,551,790	3,930,509
Participant contribution	-	6,347
TOTAL RECEIVABLES	3,551,790	3,936,856
Notes receivable from participants	3,354,013	3,448,730
NET ASSETS AVAILABLE FOR BENEFITS	$ 409,273,622	$ 361,964,863

See the independent auditors' report and accompanying notes.

CARL ZEISS, INC. 40I(K) SAVINGS & INVESTMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2025

ADDITIONS TO NET ASSETS		
Contributions		
Employer	$	9,876,218
Employee		17,737,055
Rollover		2,020,661
TOTAL CONTRIBUTIONS		29,633,934
Interest income, notes receivable from participants		140,869
TOTAL ADDITIONS		29,774,803
DEDUCTIONS FROM NET ASSETS		
Benefits to participants		40,854,505
Deemed distributions		30,371
Corrective distributions		4,853
Administrative fees		106,449
TOTAL DEDUCTIONS		40,996,178
INVESTMENT INCOME		
Interest and dividends		20,022,412
Net appreciation in common collective trusts		650,947
Net appreciation in fair value of mutual funds		38,479,416
NET INVESTMENT INCOME		59,152,775
NET INCREASE IN ASSETS PRIOR TO TRANSFER		47,931,400
ASSETS TRANSFERRED FROM PLAN		(622,641)
NET INCREASE		47,308,759
NET ASSETS AVAILABLE FOR BENEFITS		
BEGINNING OF YEAR		361,964,863
END OF YEAR	$	409,273,622

See the independent auditors' report and accompanying notes.

NOTE A - DESCRIPTION OF PLAN

The following description of the Carl Zeiss, Inc. 401(k) Savings & Investment Plan provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering active employees of certain operating and administrative divisions of Carl Zeiss, Inc. and its affiliates (the "Company" or "Employer"). Effective January 1, 2005, the plan was amended to allow participation by affiliated employers. All employees are eligible to participate immediately upon their date of hire. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Participants may elect to defer between 1% and 60% of their eligible compensation on both a pre-tax and Roth deferral basis through payroll deductions, subject to the annual contribution limits imposed by the Internal Revenue Code ("IRC"). Employees who have attained age of 50 are permitted to make additional catch-up contributions in accordance with IRC provisions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollovers).

The Plan provides for an Employer matching contribution equal to 67% of the deferral contributions up to 6% of eligible compensation. For purposes of determining the matching contributions under the Plan, contributions will not include age 50 and over catch-up contributions. Additionally, the Employer makes a non-elective contribution equal to 2% of each eligible employee's compensation. The Employer non-elective contribution is made and recorded on an annual basis.

The Plan features an automatic enrollment provision whereby all newly eligible employees are enrolled at a default deferral rate of 3% of eligible compensation, unless they affirmatively elect not to participate in the Plan.

Participant Accounts

A separate investment account is maintained for each participant under the Plan. Participants may direct the investment of their accounts among various funds designated by the Plan. Participant accounts are credited with the participant's contribution, an allocation of the Company's matching contributions, non-elective contribution and an allocation of Plan earnings or losses and are charged with an allocation of administrative expenses, as defined in the Plan. The benefit to which a participant is entitled is limited to the value of their vested account balance.

NOTE A - DESCRIPTION OF PLAN (Continued)

Vesting

Participants are always 100% vested in their own contributions. Participants are also immediately 100% vested in Employer matching contributions plus actual earnings thereon. Participants are 100% vested in the Employer non-elective contribution upon completion of 3 years of vesting service. In determining years of service for vesting purposes, the elapsed time method is used.

Notes Receivable from Participants

Plan participants are eligible to borrow against the Plan by pledging a percentage of their vested account balance as collateral. Only one loan may be outstanding at any given time. The loan amount must be at least $1,000 and may not exceed the lesser of 50% of the participant's vested account balance or $50,000. The standard loan term may not exceed five years, unless the loan is used to purchase a principal residence, in which case the repayment period may be extended—but must not exceed ten years from the date the loan is issued. The applicable interest rate is set at the time of application based on prevailing interest rates. In the event of default, any unpaid loan balance will be treated as a taxable distribution, as defined under the Plan.

Payment of Benefits

Participants are eligible to receive a distribution of the vested portion of their individual account balance upon the following:

- The occurrence of any of the distributable events specified in the Adoption Agreement,
- The participant's termination of employment after attaining normal retirement age, or
- Termination of the Plan.

Early retirement is age 55 and completion of 5 years of vesting service.

The normal retirement age under this Plan is 65.

Forfeitures

Employees who terminate employment and are not fully vested will forfeit the nonvested portion of their account balance to the Plan, as specified in the Adoption Agreement. Forfeitures will be applied to reduce employer contributions or pay plan expenses. As of December 31, 2025 and 2024, forfeited nonvested accounts were $486,762 and $195,961. During the year ended December 31, 2025, $111 was used to pay Plan expenses.

NOTE A - GENERAL DESCRIPTION OF THE PLAN (Continued)

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, distribution of participants' accounts shall be in accordance with the Plan document.

Plan Amendments

On December 29, 2022, the "Setting Every Community Up for Retirement Enhancement (SECURE) 2.0 Act" was signed into law in the United States. The Secure 2.0 Act is an expansion of the Secure Act passed during 2019. The Act includes several mandatory and optional provisions that will become effective across several years. The Secure 2.0 Act aims to expand retirement access, increase retirement savings, and simplify plan administration. Plans may choose to operationally implement the provisions of the Secure 2.0 Act, however plan administrators have until December 31, 2026 to officially amend the plan document to reflect the provisions adopted by the plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments in mutual funds and the money market fund are stated at fair value. Shares of mutual funds are valued at quoted market prices. The Plan's investments in the common collective trust are stated at net asset value as a practical expedient as reported by the trustee which include a mix of mutual funds and managed accounts. Net appreciation or depreciation of investments is reported on the statement of changes in net assets available for benefits and consists of realized gains and losses and the unrealized appreciation or depreciation of these investments. All underlying investments options are valued daily. This daily price is considered the selling price for transfers and withdrawals and is calculated each day the principle market is open and available to any participant in the Plan.

Purchases and sales of mutual fund and the money market shares and common collective trust are recorded at end of day net asset value. Dividends are recorded as of the record date.

See the independent auditors' report.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses, excluding transaction fees, are paid by the Company and are excluded from these financial statements. Investment related expenses are included in the NAV of the respective funds and, consequently, those expenses are not separately reflected but are a component of net appreciation in fair value of investments.

Date of Management's Review

Management has evaluated subsequent events through October 12, 2026, the date which the financial statements were available to be issued.

NOTE C - FAIR VALUE MEASUREMENTS

Professional accounting standards establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three broad levels.

Level 1 inputs are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. *Level 2* inputs are other than quoted prices that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument. *Level 3* inputs are unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

NOTE C - FAIR VALUE MEASUREMENTS (Continued)

The assets of the Plan for which fair values are determined on a recurring basis are summarized as follows:

	2025		2024	
	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)
Money market fund	$ 60,639	$ -	$ 42,959	$ -
Mutual funds	379,626,389	-	332,553,336	-
Common collective trust	-	22,680,791	-	21,982,982
	$ 379,687,028	$ 22,680,791	$ 332,596,295	$ 21,982,982

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

Money market fund and mutual funds have quoted prices for identical assets in active markets; therefore, the investments are measured at fair value using these readily available Level 1 inputs. The common collective trust is stated at net asset value per share as a practical expedient.

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

	Fair Value		Unfunded	Redemption	Redemption Notice
Investment Type	2025	2024	Commitments	Frequency	Period
Common collective trust	$ 22,680,791	$ 21,982,982	None	Daily	None

See the independent auditors' report.

NOTE D - INVESTMENT IN COMMON COLLECTIVE TRUST

The Managed Income Portfolio I ("MIP") is a common collective trust. Fidelity Management Trust Company is the trustee of the MIP. The MIP invests in assets (typically fixed income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements), enters wrap contracts issued with third parties, and invests in cash equivalents represented by shares in money market funds. Wrap contracts are purchased from issuers rated in the top three long-term rating categories (A- or the equivalent and above). The MIP has no unfunded commitments at December 31, 2025 and 2024.

Investment contracts are designed to permit the use of book value accounting to maintain a constant $1 unit price and to provide for the payment of participant-directed withdrawals and exchanges at book value (principal and interest accrued to date) during the term of the investment contracts. However, withdrawals prompted by certain events (e.g., termination of the portfolio, changes in laws or regulations, substantive modification to the portfolio or the administration of the portfolio that is not consented to by the wrap issuer, etc.) may be paid at market value which may be less than book value. Participants may ordinarily direct the withdrawal or transfer of all or apportion of their investment in the MIP at NAV.

NAV per unit is determined each business day. Issues and redemptions of units are recorded, upon receipt of unitholder's instructions in good order, based on the next determined NAV per unit normally each day. In unusual market conditions, the trustee may impose restrictions on issues and redemptions of units.

NOTE E - PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan and, therefore, these transactions in the investments and notes receivable from participants qualify as party-in-interest transactions, which are allowable under ERISA guidelines.

Revenue credits are earned when mutual funds in the Plan generate more revenue credits to the provider (Fidelity Management Trust Company) than the plan provider (Fidelity Management Trust Company) charges to administer the Plan. These excess credits are allocated back to all eligible participants on a pro rata quarterly basis based on the size of their account balance in the Plan. These transactions are considered allowable party-in-interest transactions. The eligible credits for the 2025 year total $36,422 and have been netted in administrative fees on the statement of changes in net assets available for benefits.

Participants who are active employees may borrow from their accounts, and such loans qualify as exempt party-in-interest transactions under ERISA. These loans are recorded as notes receivable from participants in the statements of net assets available for benefits.

See the independent auditors' report.

NOTE F - TAX STATUS OF THE PLAN

The Plan utilizes a Non-Standardized Pre-Approved Profit Sharing Plan with CODA sponsored by FMR LLC. The trust established under the Plan to hold the Plan's assets is qualified pursuant to the appropriate section of the Internal Revenue Code, and, accordingly, the trust's net investment income is exempt from income taxes. The volume submitter Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Service. The Plan has been amended since receiving the opinion letter; however, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

During the audit the Company became aware of certain operational failures. The Company is working with The Plan's third-party administrator to correct these failures in accordance with Department of Labor guidelines.

NOTE G - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per financial statements	$ 409,273,622	$ 361,964,863
Common collective trust fund market adjustment	(694,038)	(1,322,145)
Net assets available for benefits per the Form 5500	$ 408,579,584	$ 360,642,718

The following is a reconciliation of the change in net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025
Changes in net assets available for benefits	$ 47,308,759
Change in common collective trust fund market adjustment	628,107
Changes in net assets available for benefits per the Form 5500	$ 47,936,866

See the independent auditors' report.

NOTE H - LATE REMITTANCES

When participant payroll deferrals are not remitted within the appropriate time period by the Company, these transactions constitute prohibited transactions as defined by ERISA.

During the year ended December 31, 2025, employee contributions aggregating $15,622 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

During the year ended December 31, 2024, employee contributions aggregating $1,383,531 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

NOTE I - RISKS AND UNCERTAINTIES

Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investments securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE J - TRANSFER OF ASSETS

During 2025, net assets of $622,641 were transferred out of the Plan in connection with the transfer of an employee to another participating employer. This transfer is reflected in the accompanying statement of changes in net assets available for benefits.

See the independent auditors' report.

SUPPLEMENTAL SCHEDULES

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR)
DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Funds EUPAC Growth	Mutual Fund		$ 5,337,290
	Allspring Special Small Cap Value R6	Mutual Fund		3,154,411
*	Fidelity Freedom 2010 K6	Mutual Fund		681,522
*	Fidelity Freedom 2015 K6	Mutual Fund		964,091
*	Fidelity Freedom 2020 K6	Mutual Fund		6,867,191
*	Fidelity Freedom 2025 K6	Mutual Fund		14,100,044
*	Fidelity Freedom 2030 K6	Mutual Fund		31,755,706
*	Fidelity Freedom 2035 K6	Mutual Fund		32,270,015
*	Fidelity Freedom 2040 K6	Mutual Fund		30,663,600
*	Fidelity Freedom 2045 K6	Mutual Fund		25,763,433
*	Fidelity Freedom 2050 K6	Mutual Fund		20,465,919
*	Fidelity Freedom 2055 K6	Mutual Fund		16,361,220
*	Fidelity Freedom 2060 K6	Mutual Fund		8,572,248
*	Fidelity Freedom 2065 K6	Mutual Fund		2,680,755
*	Fidelity Freedom 2070 K6	Mutual Fund		26,789
*	Fidelity Freedom Income K6	Mutual Fund		759,780
*	Fidelity International Index	Mutual Fund		8,771,680
*	Fidelity Investment Grade Bond	Mutual Fund		6,839,136
*	Fidelity OTC K6 Portfolio	Mutual Fund		45,533,491
*	Fidelity Puritan K6	Mutual Fund		16,493,646
	JPMorgan US Value Fund R6	Mutual Fund		9,563,106
	MFS Growth Fund R6	Mutual Fund		37,188,565
	Vanguard Small Growth Index Fund Inst	Mutual Fund		7,909,750
	Vanguard Total Bond Market Fund Inst	Mutual Fund		5,109,826
	Vanguard Institutional Index Fund	Mutual Fund		41,793,175
	Managed Income Portfolio - Class 2	Common Collective Trust		22,680,791
*	Fidelity MM Government Portfolio - Cl 1	Money Market Fund		60,639
*	Notes Receivable from Participants	4.25%, maturities through September 2035		3,354,013
				$ 405,721,832

*Party-in-interest
**Cost information not required for participant-directed investments of a single employer plan

See the independent auditors' report.

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4a - SCHEDULE OF
DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

Year	Participant Contributions Transferred Late to Plan ☑ Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 15,622	$ 15,622	$ -	$ -	$ -
2024	$ 1,383,531	$ -	$ 1,383,531	$ -	$ -

See the independent auditors' report.

CARL ZEISS, INC. 401(k)
SAVINGS & INVESTMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2025

Maillie®
ACCOUNTANTS • ADVISORS

CARL ZEISS, INC. 401(k) SAVINGS & INVESTMENT PLAN

TABLE OF CONTENTS

YEAR ENDED DECEMBER 31, 2025

	Page
Independent Auditors' Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	4
Statement of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Schedules	
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	14
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	15

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Independent Auditors' Report

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Opinion

We have audited the financial statements of Carl Zeiss, Inc. 401(k) Savings & Investment Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Carl Zeiss, Inc. 401(k) Savings & Investment Plan as of December 31, 2025 and 2024, and the changes in net assets available for benefits for the year ended December 31, 2025 in accordance with accounting principles generally accepted in the United States of America.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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.

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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for one year after the date that the financial statements are 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

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, 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 audits.

- 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and 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 Carl Zeiss, Inc. 401(k) Savings & Investment Plan's ability to continue as a going concern for a reasonable period of time.

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

To the Plan Administrator
Carl Zeiss, Inc. 401(k)
Savings & Investment Plan
White Plains, New York

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2025 and schedule of delinquent participant contributions 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 has been subjected to the 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.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, 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 information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Maillie LLP

Limerick, Pennsylvania
October 12, 2026

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2025 AND 2024

	2025	2024
ASSETS		
Investments at fair value		
Money market fund	$ 60,639	$ 42,959
Mutual funds	379,626,389	332,553,336
Common collective trust	22,680,791	21,982,982
TOTAL INVESTMENTS	402,367,819	354,579,277
Receivables		
Employer contribution	3,551,790	3,930,509
Participant contribution	-	6,347
TOTAL RECEIVABLES	3,551,790	3,936,856
Notes receivable from participants	3,354,013	3,448,730
NET ASSETS AVAILABLE FOR BENEFITS	$ 409,273,622	$ 361,964,863

See the independent auditors' report and accompanying notes.

CARL ZEISS, INC. 40I(K) SAVINGS & INVESTMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2025

ADDITIONS TO NET ASSETS		
Contributions		
Employer	$	9,876,218
Employee		17,737,055
Rollover		2,020,661
TOTAL CONTRIBUTIONS		29,633,934
Interest income, notes receivable from participants		140,869
TOTAL ADDITIONS		29,774,803
DEDUCTIONS FROM NET ASSETS		
Benefits to participants		40,854,505
Deemed distributions		30,371
Corrective distributions		4,853
Administrative fees		106,449
TOTAL DEDUCTIONS		40,996,178
INVESTMENT INCOME		
Interest and dividends		20,022,412
Net appreciation in common collective trusts		650,947
Net appreciation in fair value of mutual funds		38,479,416
NET INVESTMENT INCOME		59,152,775
NET INCREASE IN ASSETS PRIOR TO TRANSFER		47,931,400
ASSETS TRANSFERRED FROM PLAN		(622,641)
NET INCREASE		47,308,759
NET ASSETS AVAILABLE FOR BENEFITS		
BEGINNING OF YEAR		361,964,863
END OF YEAR	$	409,273,622

See the independent auditors' report and accompanying notes.

NOTE A - DESCRIPTION OF PLAN

The following description of the Carl Zeiss, Inc. 401(k) Savings & Investment Plan provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering active employees of certain operating and administrative divisions of Carl Zeiss, Inc. and its affiliates (the "Company" or "Employer"). Effective January 1, 2005, the plan was amended to allow participation by affiliated employers. All employees are eligible to participate immediately upon their date of hire. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Participants may elect to defer between 1% and 60% of their eligible compensation on both a pre-tax and Roth deferral basis through payroll deductions, subject to the annual contribution limits imposed by the Internal Revenue Code ("IRC"). Employees who have attained age of 50 are permitted to make additional catch-up contributions in accordance with IRC provisions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollovers).

The Plan provides for an Employer matching contribution equal to 67% of the deferral contributions up to 6% of eligible compensation. For purposes of determining the matching contributions under the Plan, contributions will not include age 50 and over catch-up contributions. Additionally, the Employer makes a non-elective contribution equal to 2% of each eligible employee's compensation. The Employer non-elective contribution is made and recorded on an annual basis.

The Plan features an automatic enrollment provision whereby all newly eligible employees are enrolled at a default deferral rate of 3% of eligible compensation, unless they affirmatively elect not to participate in the Plan.

Participant Accounts

A separate investment account is maintained for each participant under the Plan. Participants may direct the investment of their accounts among various funds designated by the Plan. Participant accounts are credited with the participant's contribution, an allocation of the Company's matching contributions, non-elective contribution and an allocation of Plan earnings or losses and are charged with an allocation of administrative expenses, as defined in the Plan. The benefit to which a participant is entitled is limited to the value of their vested account balance.

NOTE A - DESCRIPTION OF PLAN (Continued)

Vesting

Participants are always 100% vested in their own contributions. Participants are also immediately 100% vested in Employer matching contributions plus actual earnings thereon. Participants are 100% vested in the Employer non-elective contribution upon completion of 3 years of vesting service. In determining years of service for vesting purposes, the elapsed time method is used.

Notes Receivable from Participants

Plan participants are eligible to borrow against the Plan by pledging a percentage of their vested account balance as collateral. Only one loan may be outstanding at any given time. The loan amount must be at least $1,000 and may not exceed the lesser of 50% of the participant's vested account balance or $50,000. The standard loan term may not exceed five years, unless the loan is used to purchase a principal residence, in which case the repayment period may be extended—but must not exceed ten years from the date the loan is issued. The applicable interest rate is set at the time of application based on prevailing interest rates. In the event of default, any unpaid loan balance will be treated as a taxable distribution, as defined under the Plan.

Payment of Benefits

Participants are eligible to receive a distribution of the vested portion of their individual account balance upon the following:

- The occurrence of any of the distributable events specified in the Adoption Agreement,
- The participant's termination of employment after attaining normal retirement age, or
- Termination of the Plan.

Early retirement is age 55 and completion of 5 years of vesting service.

The normal retirement age under this Plan is 65.

Forfeitures

Employees who terminate employment and are not fully vested will forfeit the nonvested portion of their account balance to the Plan, as specified in the Adoption Agreement. Forfeitures will be applied to reduce employer contributions or pay plan expenses. As of December 31, 2025 and 2024, forfeited nonvested accounts were $486,762 and $195,961. During the year ended December 31, 2025, $111 was used to pay Plan expenses.

NOTE A - GENERAL DESCRIPTION OF THE PLAN (Continued)

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, distribution of participants' accounts shall be in accordance with the Plan document.

Plan Amendments

On December 29, 2022, the "Setting Every Community Up for Retirement Enhancement (SECURE) 2.0 Act" was signed into law in the United States. The Secure 2.0 Act is an expansion of the Secure Act passed during 2019. The Act includes several mandatory and optional provisions that will become effective across several years. The Secure 2.0 Act aims to expand retirement access, increase retirement savings, and simplify plan administration. Plans may choose to operationally implement the provisions of the Secure 2.0 Act, however plan administrators have until December 31, 2026 to officially amend the plan document to reflect the provisions adopted by the plan.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments in mutual funds and the money market fund are stated at fair value. Shares of mutual funds are valued at quoted market prices. The Plan's investments in the common collective trust are stated at net asset value as a practical expedient as reported by the trustee which include a mix of mutual funds and managed accounts. Net appreciation or depreciation of investments is reported on the statement of changes in net assets available for benefits and consists of realized gains and losses and the unrealized appreciation or depreciation of these investments. All underlying investments options are valued daily. This daily price is considered the selling price for transfers and withdrawals and is calculated each day the principle market is open and available to any participant in the Plan.

Purchases and sales of mutual fund and the money market shares and common collective trust are recorded at end of day net asset value. Dividends are recorded as of the record date.

See the independent auditors' report.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses, excluding transaction fees, are paid by the Company and are excluded from these financial statements. Investment related expenses are included in the NAV of the respective funds and, consequently, those expenses are not separately reflected but are a component of net appreciation in fair value of investments.

Date of Management's Review

Management has evaluated subsequent events through October 12, 2026, the date which the financial statements were available to be issued.

NOTE C - FAIR VALUE MEASUREMENTS

Professional accounting standards establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three broad levels.

Level 1 inputs are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access. *Level 2* inputs are other than quoted prices that are observable for the asset or liability, either directly or indirectly through market corroboration, for substantially the full term of the financial instrument. *Level 3* inputs are unobservable inputs based on the Plan's assumptions used to measure assets and liabilities at fair value. The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

NOTE C - FAIR VALUE MEASUREMENTS (Continued)

The assets of the Plan for which fair values are determined on a recurring basis are summarized as follows:

	2025		2024	
	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)	Quoted Prices in Active Markets (Level 1)	Net Asset Value (a)
Money market fund	$ 60,639	$ -	$ 42,959	$ -
Mutual funds	379,626,389	-	332,553,336	-
Common collective trust	-	22,680,791	-	21,982,982
	$ 379,687,028	$ 22,680,791	$ 332,596,295	$ 21,982,982

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

Money market fund and mutual funds have quoted prices for identical assets in active markets; therefore, the investments are measured at fair value using these readily available Level 1 inputs. The common collective trust is stated at net asset value per share as a practical expedient.

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

	Fair Value		Unfunded	Redemption	Redemption Notice
Investment Type	2025	2024	Commitments	Frequency	Period
Common collective trust	$ 22,680,791	$ 21,982,982	None	Daily	None

See the independent auditors' report.

NOTE D - INVESTMENT IN COMMON COLLECTIVE TRUST

The Managed Income Portfolio I ("MIP") is a common collective trust. Fidelity Management Trust Company is the trustee of the MIP. The MIP invests in assets (typically fixed income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements), enters wrap contracts issued with third parties, and invests in cash equivalents represented by shares in money market funds. Wrap contracts are purchased from issuers rated in the top three long-term rating categories (A- or the equivalent and above). The MIP has no unfunded commitments at December 31, 2025 and 2024.

Investment contracts are designed to permit the use of book value accounting to maintain a constant $1 unit price and to provide for the payment of participant-directed withdrawals and exchanges at book value (principal and interest accrued to date) during the term of the investment contracts. However, withdrawals prompted by certain events (e.g., termination of the portfolio, changes in laws or regulations, substantive modification to the portfolio or the administration of the portfolio that is not consented to by the wrap issuer, etc.) may be paid at market value which may be less than book value. Participants may ordinarily direct the withdrawal or transfer of all or apportion of their investment in the MIP at NAV.

NAV per unit is determined each business day. Issues and redemptions of units are recorded, upon receipt of unitholder's instructions in good order, based on the next determined NAV per unit normally each day. In unusual market conditions, the trustee may impose restrictions on issues and redemptions of units.

NOTE E - PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan and, therefore, these transactions in the investments and notes receivable from participants qualify as party-in-interest transactions, which are allowable under ERISA guidelines.

Revenue credits are earned when mutual funds in the Plan generate more revenue credits to the provider (Fidelity Management Trust Company) than the plan provider (Fidelity Management Trust Company) charges to administer the Plan. These excess credits are allocated back to all eligible participants on a pro rata quarterly basis based on the size of their account balance in the Plan. These transactions are considered allowable party-in-interest transactions. The eligible credits for the 2025 year total $36,422 and have been netted in administrative fees on the statement of changes in net assets available for benefits.

Participants who are active employees may borrow from their accounts, and such loans qualify as exempt party-in-interest transactions under ERISA. These loans are recorded as notes receivable from participants in the statements of net assets available for benefits.

See the independent auditors' report.

NOTE F - TAX STATUS OF THE PLAN

The Plan utilizes a Non-Standardized Pre-Approved Profit Sharing Plan with CODA sponsored by FMR LLC. The trust established under the Plan to hold the Plan's assets is qualified pursuant to the appropriate section of the Internal Revenue Code, and, accordingly, the trust's net investment income is exempt from income taxes. The volume submitter Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Service. The Plan has been amended since receiving the opinion letter; however, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

During the audit the Company became aware of certain operational failures. The Company is working with The Plan's third-party administrator to correct these failures in accordance with Department of Labor guidelines.

NOTE G - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025	December 31, 2024
Net assets available for benefits per financial statements	$ 409,273,622	$ 361,964,863
Common collective trust fund market adjustment	(694,038)	(1,322,145)
Net assets available for benefits per the Form 5500	$ 408,579,584	$ 360,642,718

The following is a reconciliation of the change in net assets available for benefits per financial statements to the Form 5500:

	December 31, 2025
Changes in net assets available for benefits	$ 47,308,759
Change in common collective trust fund market adjustment	628,107
Changes in net assets available for benefits per the Form 5500	$ 47,936,866

See the independent auditors' report.

NOTE H - LATE REMITTANCES

When participant payroll deferrals are not remitted within the appropriate time period by the Company, these transactions constitute prohibited transactions as defined by ERISA.

During the year ended December 31, 2025, employee contributions aggregating $15,622 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

During the year ended December 31, 2024, employee contributions aggregating $1,383,531 were not remitted timely by the Company. Lost earnings will be calculated, and the Company plans to remit the amount to the plan.

NOTE I - RISKS AND UNCERTAINTIES

Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investments securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

NOTE J - TRANSFER OF ASSETS

During 2025, net assets of $622,641 were transferred out of the Plan in connection with the transfer of an employee to another participating employer. This transfer is reflected in the accompanying statement of changes in net assets available for benefits.

See the independent auditors' report.

SUPPLEMENTAL SCHEDULES

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR)
DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Funds EUPAC Growth	Mutual Fund		$ 5,337,290
	Allspring Special Small Cap Value R6	Mutual Fund		3,154,411
*	Fidelity Freedom 2010 K6	Mutual Fund		681,522
*	Fidelity Freedom 2015 K6	Mutual Fund		964,091
*	Fidelity Freedom 2020 K6	Mutual Fund		6,867,191
*	Fidelity Freedom 2025 K6	Mutual Fund		14,100,044
*	Fidelity Freedom 2030 K6	Mutual Fund		31,755,706
*	Fidelity Freedom 2035 K6	Mutual Fund		32,270,015
*	Fidelity Freedom 2040 K6	Mutual Fund		30,663,600
*	Fidelity Freedom 2045 K6	Mutual Fund		25,763,433
*	Fidelity Freedom 2050 K6	Mutual Fund		20,465,919
*	Fidelity Freedom 2055 K6	Mutual Fund		16,361,220
*	Fidelity Freedom 2060 K6	Mutual Fund		8,572,248
*	Fidelity Freedom 2065 K6	Mutual Fund		2,680,755
*	Fidelity Freedom 2070 K6	Mutual Fund		26,789
*	Fidelity Freedom Income K6	Mutual Fund		759,780
*	Fidelity International Index	Mutual Fund		8,771,680
*	Fidelity Investment Grade Bond	Mutual Fund		6,839,136
*	Fidelity OTC K6 Portfolio	Mutual Fund		45,533,491
*	Fidelity Puritan K6	Mutual Fund		16,493,646
	JPMorgan US Value Fund R6	Mutual Fund		9,563,106
	MFS Growth Fund R6	Mutual Fund		37,188,565
	Vanguard Small Growth Index Fund Inst	Mutual Fund		7,909,750
	Vanguard Total Bond Market Fund Inst	Mutual Fund		5,109,826
	Vanguard Institutional Index Fund	Mutual Fund		41,793,175
	Managed Income Portfolio - Class 2	Common Collective Trust		22,680,791
*	Fidelity MM Government Portfolio - Cl 1	Money Market Fund		60,639
*	Notes Receivable from Participants	4.25%, maturities through September 2035		3,354,013
				$ 405,721,832

*Party-in-interest
**Cost information not required for participant-directed investments of a single employer plan

See the independent auditors' report.

CARL ZEISS, INC. 401(K) SAVINGS & INVESTMENT PLAN

SCHEDULE H, LINE 4a - SCHEDULE OF
DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2025

Plan EIN #13-1495820, Plan 002

Year	Participant Contributions Transferred Late to Plan ☑ Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 15,622	$ 15,622	$ -	$ -	$ -
2024	$ 1,383,531	$ -	$ 1,383,531	$ -	$ -

See the independent auditors' report.