

increased from the June 30, 2024 amount primarily due to timing differences between when revenue was recognized and the receipt of advance payments. During the six months ended December 31, 2024, approximately \$125.4 million of revenue was recognized that was included in the contract liabilities at June 30, 2024. Remaining performance obligations Our backlog represents written firm orders from a customer to deliver products and, in the case of blanket purchase orders, only includes the portion of the order for which a schedule or release has been agreed to with the customer. We believe our backlog represents our unsatisfied or partially unsatisfied performance obligations. Backlog at December 31, 2024 was \$10.5 billion, of which approximately 74 percent is expected to be recognized as revenue within the next 12 months and the balance thereafter. 4. Divestitures We continually assess our existing businesses and may divest those that are not considered to be a good long-term strategic fit for the Company. During November 2024, we divested our composites and fuel containment ("CFC") business within the North America businesses of the Diversified Industrial Segment, which was acquired in the acquisition of Meggitt plc ("Meggitt"), for net proceeds of \$555 million. The resulting pre-tax gain of \$238 million is included in other income, net in the Consolidated Statement of Income. The operating results and net assets of this business were immaterial to the Company's consolidated results of operations and financial position. During November 2024, we divested a non-core filtration business within the North America businesses of the Diversified Industrial Segment for proceeds of \$66 million. The resulting pre-tax gain of \$11 million is included in other income, net in the Consolidated Statement of Income. The operating results and net assets of this business were immaterial to the Company's consolidated results of operations and financial position. During December 2023, we divested our Filter Resources business, which was part of the Diversified Industrial Segment, for proceeds of \$37 million. The resulting pre-tax gain of \$12 million is included in other income, net in the Consolidated Statement of Income. The operating results and net assets of the Filter Resources business were immaterial to the Company's consolidated results of operations and financial position. During September 2023, we divested the MicroStrain sensing systems business, which was part of the Diversified Industrial Segment, for proceeds of \$37 million. The resulting pre-tax gain of \$13 million is included in other income, net in the Consolidated Statement of Income. The operating results and net assets of the MicroStrain sensing systems business were immaterial to the Company's consolidated results of operations and financial position. - 8 - 5. Earnings per share The following table presents a reconciliation of the numerator and denominator of basic and diluted earnings per share for the three and six months ended December 31, 2024 and 2023. Three Months Ended Six Months Ended December 31, 2024 December 31, 2023

	2024	2023
Net income attributable to common shareholders	\$948,542A	\$681,851A
Basic - weighted average common shares	128,752,836A	128,426,247A
Diluted - weighted average common shares, assuming exercise of equity-based awards	1,941,104A	2,008,520A
Diluted - weighted average common shares, assuming exercise of equity-based awards	130,367,351A	130,716,482A
Basic earnings per share	\$7.37A	\$5.31A
Diluted earnings per share	\$7.25A	\$5.23A

\$12.60A \$10.23A For the three months ended December 31, 2024 and 2023, 180,043 and 458,864 common shares subject to equity-based awards, respectively, were excluded from the computation of diluted earnings per share because the effect of their exercise would be anti-dilutive. For the six months ended December 31, 2024 and 2023, 262,527 and 344,226 common shares subject to equity-based awards, respectively, were excluded from the computation of diluted earnings per share because the effect of their exercise would be anti-dilutive. 6. Share repurchase program The Company has a program to repurchase its common shares. On October 22, 2014, the Board of Directors of the Company approved an increase in the overall number of shares authorized for repurchase under the program so that, beginning on such date, the aggregate number of shares authorized for repurchase was 35A million. There is no limitation on the number of shares that can be repurchased in a fiscal year. There is no expiration date for this program. Repurchases may be funded primarily from operating cash flows and commercial paper borrowings and the shares are initially held as treasury shares. During the three months ended December 31, 2024, we repurchased 75,764 shares at an average price, including commissions, of \$659.94 per share. During the six months ended December 31, 2024, we repurchased 164,585 shares at an average price, including commissions, of \$607.59 per share. 7. Trade accounts receivable, net Trade accounts receivable are initially recorded at their net collectible amount and are generally recorded at the time the revenue from the sales transaction is recorded. We evaluate the collectibility of our receivables based on historical experience and current and forecasted economic conditions based on management's judgment. Additionally, receivables are written off to bad debt when management makes a final determination of uncollectibility. Allowance for credit losses was \$12 million and \$21 million at December 31, 2024 and June 30, 2024, respectively. 8. Non-trade and notes receivable The non-trade and notes receivable caption in the Consolidated Balance Sheet is comprised of the following components: December 31, 2024 June 30, 2024

	2024	2023
Accounts receivable	\$93,114A	\$93,114A
Other	\$214,186A	\$238,315A
Total	\$307,299A	\$331,429A

9 - 9. Inventories The inventories caption in the Consolidated Balance Sheet is comprised of the following components: December 31, 2024 June 30, 2024

	2024	2023
Finished products	\$784,543A	\$777,775A
Work in process	\$1,461,227A	\$1,421,104A
Raw materials	\$561,213A	\$587,921A
Total	\$2,806,983A	\$2,786,800A

10. Supply chain financing We have supply chain financing ("SCF") programs with financial intermediaries, which provide certain suppliers the option to be paid by the financial intermediaries earlier than the due date on the applicable invoice. We are not a party to the agreements between the participating financial intermediaries and the suppliers in connection with the programs. The range of payment terms we negotiate with our suppliers is consistent, irrespective of whether a supplier participates in the SCF programs. We do not reimburse suppliers for any costs they incur for participation in the SCF programs and their participation is voluntary. Amounts due to our suppliers that elected to participate in the SCF programs are included in accounts payable, trade on the Consolidated Balance Sheet and payments made under the SCF programs are included within operating activities on the Consolidated Statement of Cash Flows. Accounts payable, trade included approximately \$119 million and \$116 million payable to suppliers who have elected to participate in the SCF programs as of December 31, 2024 and June 30, 2024, respectively. The amounts settled through the SCF programs and paid to the participating financial intermediaries totaled \$215 million and \$140 million during the first six months of fiscal 2025 and 2024, respectively. 11. Business realignment and acquisition integration charges We incurred business realignment and acquisition integration charges in the first six months of fiscal 2025 and 2024, which included severance costs related to actions taken under the Company's simplification initiative aimed at reducing organizational and process complexity, as well as plant closures. In both fiscal 2025 and 2024, a majority of the business realignment charges were incurred in Europe. We believe the realignment actions will positively impact future results of operations, but will not have a material effect on liquidity and sources and uses of capital. Business realignment charges by business segment are as follows: Three Months Ended Six Months Ended December 31, 2024 December 31, 2023

	2024	2023
Diversified Industrial	\$19,343A	\$13,285A
Aerospace	\$28,243A	\$25,924A
Corporate general and administrative expenses	\$75A	\$5A

12. Other expense, net \$51A 1,192A 1,149A 1,192A Reductions to our workforce made in connection with such business realignment charges by business segment are as follows: Three Months Ended Six Months Ended December 31, 2024 December 31, 2023

	2024	2023
Diversified Industrial	393A	190A
Aerospace	16A	2A
Corporate general and administrative expenses	14A	10A

13. The business realignment charges are presented in the Consolidated Statement of Income as follows: Three Months Ended Six Months Ended December 31, 2024 December 31, 2023

	2024	2023
Cost of sales	\$10,590A	\$8,467A
Selling, general and administrative expenses	\$9,714A	\$6,953A
Other income, net	\$551A	\$1,192A

During the first six months of fiscal 2025, approximately \$22 million in payments were made relating to business realignment charges. Remaining payments related to business realignment actions of approximately \$21 million, a majority of which are expected to be paid by September 30, 2025, are primarily reflected within the accrued payrolls and other compensation and other accrued liabilities captions in the Consolidated Balance Sheet. Additional charges may be recognized in future periods related to the business realignment actions described above, the timing and amount of which are not known at this time. We also incurred the following acquisition integration charges: Three Months Ended Six Months Ended December 31, 2024 December 31, 2023

	2024	2023																																																																																																																																																																																																																																																																											
Diversified Industrial	\$627A	\$871A																																																																																																																																																																																																																																																																											
Aerospace	\$2,010A	\$2,669A																																																																																																																																																																																																																																																																											
Charges incurred in fiscal 2025 and 2024 relate to the acquisition of Meggitt. In both fiscal 2025 and 2024, these charges were primarily included in selling, general and administrative expenses ("SG&A") within the Consolidated Statement of Income. 12. Equity Changes in equity for the three months ended December 31, 2024 and 2023 are as follows: Common Stock Additional Paid-in Capital Retained Earnings Accumulated Other Comprehensive (Loss) Treasury Shares Noncontrolling Interests Total Equity Balance at September 30, 2024	\$90,523A	\$275,019A	\$19,593,082A	\$(1,090,435)A	\$(5,976,289)A	\$9,449A	\$12,901,349A	Net income	948,542A	107A	948,649A	Other comprehensive loss	(444,694)A	(1,048)A	(445,742)A	Dividends paid	(\$1.63 per share)	(210,124)A	(210,124)A	Stock incentive plan activity	(30,828)A	13,757A	(17,071)A	Shares purchased at cost	(50,000)A	(50,000)A	Balance at December 31, 2024	\$90,523A	\$244,191A	\$20,331,500A	\$(1,535,129)A	\$(6,012,532)A	\$8,508A	\$13,127,061A	Common Stock Additional Paid-in Capital Retained Earnings Accumulated Other Comprehensive (Loss) Treasury Shares Noncontrolling Interests Total Equity Balance at September 30, 2023	\$90,523A	\$337,162A	\$17,501,909A	\$(1,514,947)A	\$(5,849,265)A	\$9,568A	\$10,574,950A	Net income	681,851A	206A	682,057A	Other comprehensive income	273,731A	415A	274,146A	Dividends paid	(\$1.48 per share)	(190,307)A	(388)A	(190,695)A	Stock incentive plan activity	15,655A	6,265A	21,920A	Shares purchased at cost	(49,999)A	(49,999)A	Balance at December 31, 2023	\$90,523A	\$352,817A	\$17,993,453A	\$(1,241,216)A	\$(5,892,999)A	\$9,801A	\$11,312,379A	11 - Changes in equity for the six months ended December 31, 2024 and 2023 are as follows: Common Stock Additional Paid-in Capital Retained Earnings Accumulated Other Comprehensive (Loss) Treasury Shares Noncontrolling Interests Total Equity Balance at June 30, 2024	\$90,523A	\$264,508A	\$19,104,599A	\$(1,438,012)A	\$(5,949,646)A	\$8,921A	\$12,080,893A	Net income	1,646,962A	215A	1,647,177A	Other comprehensive loss	(97,117)A	(628)A	(97,745)A	Dividends paid	(\$3.26 per share)	(420,061)A	(20,061)A	Stock incentive plan activity	(20,317)A	37,134A	16,796A	Shares purchased at cost	(99,999)A	(99,999)A	Balance at December 31, 2024	\$90,523A	\$244,191A	\$20,331,500A	\$(1,535,129)A	\$(6,012,532)A	\$8,508A	\$13,127,061A	Common Stock Additional Paid-in Capital Retained Earnings Accumulated Other Comprehensive (Loss) Treasury Shares Noncontrolling Interests Total Equity Balance at June 30, 2023	\$90,523A	\$305,522A	\$17,041,502A	\$(1,292,872)A	\$(5,817,787)A	\$11,391A	\$10,338,279A	Net income	1,332,678A	451A	1,333,129A	Other comprehensive income	51,656A	776A	52,432A	Dividends paid	(\$2.96 per share)	(380,727)A	(388)A	(381,115)A	Stock incentive plan activity	46,880A	24,787A	71,667A	Acquisition activity	415A	(2,429)A	(2,014)A	Shares purchased at cost	(99,999)A	(99,999)A	Balance at December 31, 2023	\$90,523A	\$352,817A	\$17,993,453A	\$(1,241,216)A	\$(5,892,999)A	\$9,801A	\$11,312,379A	12 - Significant reclassifications out of accumulated other comprehensive (loss) in shareholders' equity by component for the six months ended December 31, 2024 and 2023 are as follows: A Foreign Currency Translation Adjustment Retirement Benefit Plans Total Balance at June 30, 2024	\$(1,129,997)A	\$(308,015)A	\$(1,438,012)A	Other comprehensive (loss) before reclassifications	(103,978)A	\$(103,978)A	Amounts reclassified from accumulated other comprehensive (loss)	\$(6,861)A	6,861A	Balance at December 31, 2024	\$(1,233,975)A	\$(301,154)A	\$(1,535,129)A	Foreign Currency Translation Adjustment Retirement Benefit Plans Total Balance at June 30, 2023	\$(962,044)A	\$(330,828)A	\$(1,292,872)A	Other comprehensive income before reclassifications	48,927A	\$(48,927)A	Amounts reclassified from accumulated other comprehensive (loss)	\$(2,729)A	2,729A	Balance at December 31, 2023	\$(913,117)A	\$(328,099)A	\$(1,241,216)A	13 - Goodwill and intangible assets The changes in the carrying amount of goodwill for the six months ended December 31, 2024 are as follows: Diversified Industrial Segment Aerospace Systems Segment Total Balance at June 30, 2024	\$7,607,429A	\$2,900,004A	\$10,507,433A	Divestitures	(89,549)A	\$(89,549)A	Foreign currency translation	(50,556)A	(10,025)A	(60,581)A	Balance at December 31, 2024	\$7,467,324A	\$2,889,979A	\$10,357,303A	Divestitures relate to both CFC and a non-core filtration business. Refer to Note 4 for further discussion. Intangible assets are amortized using the straight-line method over their legal or estimated useful lives. The following summarizes the gross carrying value and accumulated amortization for each major category of intangible assets: A December 31, 2024 June 30, 2024	\$2,086,865A	\$497,399A	\$2,116,999A	\$451,908A	Trade names	1,009,053A	459,186A	1,041,633A	441,382A	Customer relationships and other	7,957,816A	2,652,479A	8,044,208A	2,493,369A	Total	\$11,053,734A	\$3,609,064A	\$11,202,840A	\$3,369,659A	Total intangible asset amortization expense for the six months ended December 31, 2024 and 2023 was \$278 million and \$298 million, respectively. The estimated amortization expense for the five years ending June 30, 2025 through 2029 is \$550A million, \$547 million, \$539 million, \$532 million and \$506 million, respectively. 13 - Intangible assets are evaluated for impairment whenever events or circumstances indicate that the undiscounted net cash flows to be generated by their use over their expected useful lives and eventual disposition may be less than their net carrying value. No material intangible asset impairments occurred during the six months ended December 31, 2024 and 2023. 14. Retirement benefits Net pension (benefit) expense recognized included the following components: U.S. Pension Benefits Non-U.S. Pension Benefits Three Months Ended Three Months Ended December 31, 2024 December 31, 2023	\$6,973A	\$6,747A	\$5,440A	\$5,673A	Interest cost	46,013A	47,726A	18,604A	19,826A	Expected return on plan assets	(61,244)A	(64,383)A	(21,250)A	(23,850)A	Amortization of prior service cost	762A	243A	64A	91A	Amortization of net actuarial loss	2,578A	1,207A	1,614A	1,586A	Net pension (benefit) expense	\$(4,918)A	\$(8,460)A	\$(4,722)A	\$(3,326)A	We recognized \$0.5 million and \$0.4 million in expense related to other postretirement benefits during the three months ended December 31, 2024 and 2023, respectively. U.S. Pension Benefits Non-U.S. Pension Benefits Six Months Ended Six Months Ended December 31, 2024 December 31, 2023	\$13,946A	\$14,651A	\$11,081A	\$11,296A	Interest cost	92,026A	94,752A	37,806A	39,681A	Expected return on plan assets	(122,487)A	(128,765)A	(43,179)A	(47,716)A	Amortization of prior service cost	1,525A	454A	128A	182A	Amortization of net actuarial loss	1,555A	803A	3,286A	3,172A	Net pension (benefit) expense	\$(9,835)A	\$(18,105)A	\$(9,122)A	\$(6,615)A	During the six months ended December 31, 2024 and 2023, we recognized \$1.0 million and \$1.1 million, respectively, in expense related to other postretirement benefits. Components of retirement benefits expense, other than service cost, are included in other income, net in the Consolidated Statement of Income. 15. Debt Our debt portfolio included a term loan facility (the "Term Loan Facility"). During the six months ended December 31, 2024, we repaid the remaining principal balance of \$490 million of the Term Loan Facility. Additionally, we repaid the \$500 million aggregate principal amount of fixed rate medium-term notes bearing interest of 3.3 percent upon maturity in November 2024. Refer to the Company's 2024 Annual Report on Form 10-K for further discussion. Commercial paper notes outstanding at December 31, 2024 and June 30, 2024 were \$1.6 billion and \$2.1 billion, respectively. Based on the Company's rating level at December 31, 2024, the most restrictive financial covenant provides that the ratio of debt to debt-shareholders' equity cannot exceed 0.65 to 1.0. At December 31, 2024, our debt to debt-shareholders' equity ratio was 0.41 to 1.0. We are in compliance, and expect to remain in compliance, with all covenants set forth in the credit agreement and indentures governing certain debt securities. 16. Income taxes In December 2021, the Organization for Economic Cooperation and Development ("OECD") published a framework, known as Pillar Two, defining a global minimum tax of 15 percent on large corporations. The OECD has since issued administrative guidance providing transition and safe harbor rules around the implementation of the Pillar Two global minimum tax. Several countries have proposed or enacted legislation to implement core elements of the Pillar Two proposal effective for years - 14 - beginning after December 31, 2023, which for us is fiscal year 2025. Pillar Two does not currently have a significant impact on our consolidated financial statements. Future legislation and guidance may result in a change to our assessment. Unrecognized tax benefits reflect the difference between positions taken or

Segment 21.8% 21.4% 22.3% 21.9% 21.9% Backlog \$3,508A \$4,429A \$3,508A \$4,429A - 21 - The Diversified Industrial Segment operations experienced the following percentage changes in net sales in the current-year periods versus the comparable prior-year periods: Period Ending December 31, 2024 Three Months Six Months North America businesses as reported (8.6)% (7.2)% Divestitures (3.2)% (1.7)% Currency (0.4)% (0.5)% North America businesses as reported (5.0)% (5.0)% International businesses as reported (5.7)% (4.0)% Currency (2.7)% (1.3)% International businesses as reported (3.0)% (2.7)% Diversified Industrial Segment as reported (7.4)% (5.9)% Divestitures (1.9)% (1.0)% Currency (1.3)% (0.8)% Diversified Industrial Segment as reported (4.2)% (4.1)% This table reconciles the percentage changes in net sales of the Diversified Industrial Segment reported in accordance with GAAP to percentage changes in net sales adjusted to remove the effects of divestitures for 12 months after their completion as well as changes in currency exchange rates (a non-GAAP measure). The effects of divestitures and changes in currency exchange rates are removed to allow investors and the Company to meaningfully evaluate the percentage changes in net sales on a comparable basis from period to period. Net Sales Diversified Industrial Segment sales decreased \$262 million and \$424 million from the prior-year quarter and first six months of fiscal 2024, respectively. The effect of changes in currency exchange rates decreased sales by approximately \$46 million and \$56 million in the current-year quarter and first six months of fiscal 2025, respectively. The impact of divestiture activity decreased sales by approximately \$67 million and \$75 million in the current-year quarter and first six months of fiscal 2025, respectively. Excluding the effects of the changes in currency exchange rates and divestiture activity, sales decreased \$148 million and \$293 million from the prior-year quarter and first six months of fiscal 2024, respectively. North America businesses - Sales decreased \$182 million and \$312 million from the prior-year quarter and first six months of fiscal 2024, respectively. The effect of changes in currency exchange rates decreased sales by approximately \$9 million and \$19 million in the current-year quarter and first six months of fiscal 2025, respectively. The effects of divestiture activity decreased sales by approximately \$67 million and \$75 million in the current-year quarter and first six months of fiscal 2025, respectively. Excluding the effects of changes in currency exchange rates and divestiture activity, sales in the North America businesses decreased \$106 million and \$218 million in the current-year quarter and first six months of fiscal 2025, respectively. In the current-year quarter and first six months of fiscal 2025, the decrease in sales is primarily due to lower demand from end users in the in-plant and industrial equipment, off-highway, transportation and energy markets, partially offset by an increase in end-user demand in the aerospace and defense markets. International businesses - Sales decreased \$79 million and \$112 million from the prior-year quarter and first six months of fiscal 2024, respectively. The effect of changes in currency exchange rates decreased sales by approximately \$37 million in both the current-year quarter and first six months of fiscal 2025. Excluding the effects of changes in currency exchange rates, sales in the International businesses decreased \$42 million and \$76 million in the current-year quarter and first six months of fiscal 2025, respectively. In both the current-year quarter and first six months of fiscal 2025, this decrease in sales was due to lower sales in Europe, partially offset by an increase in sales in the Asia Pacific region and Latin America. Within Europe, sales in the current-year quarter and first six months of fiscal 2025 decreased primarily due to lower demand from end users across the in-plant and industrial equipment and off-highway markets. In the first six months of fiscal 2025, we also experienced lower end-user demand in the transportation market. Within the Asia Pacific region, sales in the current-year quarter and first six months of fiscal 2025 increased primarily due to higher end-user demand in the electronics and semiconductor and in-plant and industrial equipment markets, partially offset by lower demand from end users in the transportation, energy and off-highway markets. - 22 - Within Latin America, sales in the current-year quarter increased primarily due to higher end-user demand in the in-plant and industrial equipment, transportation and energy markets. In the first six months of fiscal 2025, sales increased primarily due to higher end-user demand in the in-plant and industrial equipment, transportation and off-highway markets, partially offset by lower demand from end users in the energy market. Operating Margin Diversified Industrial Segment operating margin increased during the current-year quarter and first six months of fiscal 2025 in both the North America and International businesses due to favorable product mix, price increases and benefits related to prior-year restructuring activities as well as cost containment, partially offset by decreased sales volume. Also, during the current-year quarter and first six months of fiscal 2025, operating margin in the North America businesses benefited from divestiture activity. Business Realignment The following business realignment and acquisition integration charges are included in the Diversified Industrial Segment operating income: Three Months Ended Six Months Ended A December 31, December 31, (dollars in millions) 2024 2023 2024 2023 North America businesses \$6A \$4A \$10A \$7A International businesses 14A 10A 21A Diversified Industrial Segment 20A \$14A \$30A \$28A The business realignment charges primarily consist of severance costs related to actions taken under the Company's optimization initiative aimed at reducing organizational and process complexity, as well as plant closures. Acquisition integration charges relate to the acquisition of Meggitt plc ("Meggitt"). Business realignment and acquisition integration charges within the International businesses were primarily incurred in Europe. We anticipate that cost savings realized from the workforce reduction measures taken in the first six months of fiscal 2025 will not materially impact operating income in fiscal 2025 and will increase operating income by approximately one percent in fiscal 2026 for both the North America and International businesses. We expect to continue to take actions necessary to appropriately structure the operations of the Diversified Industrial Segment. We currently anticipate incurring approximately \$20 million of additional business realignment charges in the remainder of fiscal 2025. However, continually changing business conditions could impact the ultimate costs we incur. Backlog Diversified Industrial Segment backlog, as of December 31, 2024, decreased from the prior-year quarter. Approximately 70 percent of the decrease in backlog is related to the North America businesses, which is primarily due to the CFC divestiture, as well as shipments exceeding orders. Approximately 30 percent of the decrease is due to shipments exceeding orders in the International businesses. Within the International businesses, Europe, the Asia Pacific region, and Latin America accounted for approximately 80 percent, 15 percent and five percent of the change, respectively. Diversified Industrial Segment backlog decreased from the June 30, 2024 amount of \$4.2 billion. Approximately 90 percent of the decrease in backlog is related to the CFC divestiture in the North America businesses. Approximately 10 percent of the decrease is due to shipments exceeding orders in the International businesses. Within the International businesses, the decrease in backlog from the June 30, 2024 amount was primarily attributable to Europe, partially offset by an increase in backlog in the Asia Pacific region. Backlog consists of written firm orders from a customer to deliver products and, in the case of blanket purchase orders, only includes the portion of the order for which a schedule or release date has been agreed to with the customer. The dollar value of backlog is equal to the amount that is expected to be billed to the customer and reported as a sale. - 23 - Aerospace Systems Segment Three Months Ended Six Months Ended A December 31, December 31, (dollars in millions) 2024 2023 2024 2023 Net sales \$1,490A \$1,306A \$2,938A \$2,535A Operating income \$338A \$263A \$661A \$489A Operating margin 22.7A % 20.1A % 22.5A % 19.3A % Backlog \$7,008A \$6,399A \$7,008A \$6,399A Net Sales Aerospace Systems Segment sales increased in both the current-year quarter and first six months of fiscal 2025 primarily due to higher volume in the commercial and defense aftermarket, as well as the commercial original equipment manufacturer ("OEM") market segment. Operating Margin Aerospace Systems Segment operating margin increased during both the current-year quarter and first six months of fiscal 2025 due to higher sales volume and favorable aftermarket mix, as well as benefits from cost containment initiatives and prior-year acquisition integration activities. Business Realignment Within the Aerospace Systems Segment, we incurred acquisition integration and business realignment charges of \$7 million and \$9 million in the current and prior-year quarter, respectively, and \$12 million and \$15 million in the first six months of fiscal 2025 and 2024, respectively. We do not expect to incur material business realignment and acquisition integration charges in the remainder of fiscal 2025. However, continually changing business conditions could impact the ultimate costs we incur. Backlog Aerospace Systems Segment backlog, as of December 31, 2024, increased from both the prior-year quarter and the June 30, 2024 amount of \$6.7 billion primarily due to orders exceeding shipments in the commercial and defense OEM market segments. Commercial and defense aftermarket backlog at December 31, 2024 remained relatively flat when compared to the prior-year quarter and June 30, 2024 amounts. Backlog consists of written firm orders from a customer to deliver products and, in the case of blanket purchase orders, only includes the portion of the order for which a schedule or release date has been agreed to with the customer. The dollar value of backlog is equal to the amount that is expected to be billed to the customer and reported as a sale. Corporate general & administrative expenses Three Months Ended Six Months Ended December 31, December 31, (dollars in millions) 2024 2023 2024 2023 Expense Corporate general and administrative expense \$56A \$50A \$105A \$106A Corporate general and administrative expense, as a percent of sales 1.2A % 1.1A % 1.1A % Corporate general and administrative expenses increased in the current-year quarter primarily due to higher net expense associated with the Company's deferred compensation plan and related investments, as well as higher professional service fees and salaries and benefits, partially offset by lower incentive compensation expense, information technology expenses and discretionary costs. Corporate general and administrative expenses remained relatively flat during the first six months of fiscal 2025 primarily due to lower incentive compensation expense, information technology expenses and discretionary spend, partially offset by an increase in professional service fees and salaries and benefits. - 24 - Other income, net Three Months Ended Six Months Ended December 31, December 31, (dollars in millions) 2024 2023 2024 2023 Expense (income) Foreign currency transaction (gain) loss \$(31) \$(14) \$5A \$(16) Stock-based compensation 15A 12A 73A 74A Non-service components of retirement benefit cost (12) (17) (25) (35) Gain on disposal of assets and divestitures (249) (9) (257) (21) Interest income (2) (2) (5) (6) Other items, net 5A (2) 4A (5) (274) (32) (205) (9) Foreign currency transaction (gain) loss primarily relates to the impact of exchange rates on intercompany transactions, forward contracts, cash, as well as accounts and notes receivables. Gain on disposal of assets and divestitures during the current-year quarter and first six months of fiscal 2025 primarily relates to the divestiture of the CFC business. Refer to Note 4 to the Consolidated Financial Statements for further discussion. LIQUIDITY AND CAPITAL RESOURCES We believe that we are great generators and deployers of cash. We assess our liquidity in terms of our ability to generate cash to fund our operations and meet our strategic capital deployment objectives, which include the following: Continuing our record annual dividend increases Investing in organic growth and productivity Strategic acquisitions that strengthen our portfolio Offset share dilution through the 10b5-1 share repurchase program Cash Flows A summary of cash flows follows: Six Months Ended A December 31, (dollars in millions) 2024 2023 Cash provided by (used in): Operating activities \$1,679A \$1,352A Investing activities 12A (131) Financing activities (2,104) (1,305) Effect of exchange rates (13) (8) Net decrease in cash and cash equivalents \$(27) \$(92) Cash flows from operating activities for the first six months of fiscal 2025 were \$1,679 million compared to \$1,352 million for the first six months of fiscal 2024. This increase of \$327 million was primarily related to an increase in earnings combined with strong management of working capital items. We continue to focus on managing inventory and other working capital requirements. Days sales outstanding relating to trade accounts receivable was 48 days at December 31, 2024, 51 days at June 30, 2024 and 50 days at December 31, 2023. Days supply of inventory on hand was 89 days at December 31, 2024, 80 days at June 30, 2024 and 96 days at December 31, 2023. Cash flows from investing activities for the first six months of fiscal 2025 and 2024 were impacted by the following factors: Capital expenditures of \$216 million in fiscal 2025 compared to \$204 million in fiscal 2024. - 25 - Net proceeds totaling \$621 million from the sale of the CFC and non-core filtration businesses in fiscal 2025. Net proceeds totaling \$74 million from the sale of the MicroStrain sensing systems and Filter Resources businesses in fiscal 2024. Cash flows from financing activities for the first six months of fiscal 2025 and 2024 were impacted by the following factors: Net commercial paper repayments of \$515 million in fiscal 2025 compared to net commercial paper repayments of \$584 million in fiscal 2024. Principal payments totaling \$490 million related to borrowings under the term loan facility ("Term Loan Facility") in fiscal 2025 compared to principal payments totaling \$200 million related to the Term Loan Facility in fiscal 2024. Aggregate principal payment of \$500 million related to the maturity of medium-term notes during fiscal 2025. Cash Requirements We are actively monitoring our liquidity position and remain focused on managing our inventory and other working capital requirements. We are continuing to target two percent of sales for capital expenditures and are prioritizing those related to safety, strategic investments and sustainability initiatives. We believe that cash generated from operations and our commercial paper program will satisfy our operating needs for the foreseeable future. Dividends We declared a quarterly cash dividend of \$1.63 per share on October 23, 2024, which was paid on December 6, 2024. Dividends have been paid for 298 consecutive quarters, including a yearly increase in dividends for the last 68 years. Additionally, we declared a quarterly cash dividend of \$1.63 per share on January 23, 2025, payable on March 7, 2025. Share Repurchases The Company has a program to repurchase its common shares. On October 22, 2014, the Board of Directors of the Company approved an increase in the overall number of shares authorized to repurchase under the program so that, beginning on such date, the aggregate number of shares authorized for repurchase was 35 million. There is no limitation on the number of shares that can be repurchased in a year. Repurchases may be funded primarily from operating cash flows and commercial paper borrowings and the shares are initially held as treasury shares. Refer to Note 6 to the Consolidated Financial Statements for further discussion of share repurchases. Liquidity Cash, comprised of cash and cash equivalents and marketable securities and other investments, includes \$300 million and \$311 million held by the Company's foreign subsidiaries at December 31, 2024 and June 30, 2024, respectively. The Company does not permanently reinvest certain foreign earnings. The distribution of these earnings could result in non-federal U.S. or foreign taxes. All other undistributed foreign earnings remain permanently reinvested. We are currently authorized to sell up to \$3.0 billion of short-term commercial paper notes. As of December 31, 2024, \$1.6 billion of commercial paper notes were outstanding, and the largest amount of commercial paper notes outstanding during the current-year quarter was \$1.9 billion. The Company has a line of credit totaling \$3.0 billion through a multi-currency revolving credit agreement with a group of banks, of which \$1.4 billion was available as of December 31, 2024. Advances from the credit agreement can be used for general corporate purposes, including acquisitions, and for the refinancing of existing indebtedness. The credit agreement supports our commercial paper program, and issuances of commercial paper reduce the amount of credit available under the credit agreement. The credit agreement expires in June 2028; however, the Company has the right to request a one-year extension of the expiration date on an annual basis, which may result in changes to the current terms and conditions of the credit agreement. The credit agreement requires the payment of an annual facility fee, the amount of which is dependent upon the Company's credit ratings. Although a lowering of the Company's credit ratings would increase the cost of future debt, it would not limit the Company's ability to use the credit agreement, nor would it accelerate the repayment of any outstanding borrowings. We primarily utilize unsecured medium-term notes and senior notes to meet our financing needs and we expect to continue to borrow funds at reasonable rates over the long term. Refer to the Cash flows from financing activities section above and Note 15 to the Consolidated Financial Statements for further discussion. - 26 - Our debt portfolio included a Term Loan Facility. During the six months ended December 31, 2024, we repaid the remaining principal balance of \$490 million of the Term Loan Facility. Refer to Note 15 to the Consolidated Financial Statements for further discussion. The Company's credit agreement and indentures governing certain debt securities contain various covenants, the violation of which would limit or preclude the use of the credit agreements for future borrowings, or might accelerate the maturity of the related outstanding borrowings covered by the indentures. Based on the Company's rating level at December 31, 2024, the most restrictive financial covenant provides that the ratio of debt to debt-shareholders' equity cannot exceed 0.65 to 1.0. At December 31, 2024, the Company's debt to debt-shareholders' equity ratio was 0.41 to 1.0. We are in compliance and expect to remain in compliance with all covenants set forth in the credit agreement and indentures. Our goal is to maintain an investment-grade credit profile. The rating agencies periodically update the Company's credit ratings as events occur. At December 31, 2024, the long-term credit ratings assigned to the Company's senior debt securities by the credit rating agencies engaged by the Company were as follows: Fitch Ratings A-Moody's Investors Services, Inc. Baa1 Standard & Poor's BBB+ Supply Chain Financing We continue to identify opportunities to improve our liquidity and working capital efficiency, which include the extension of payment terms with our suppliers. We have supply chain financing programs with financial intermediaries, which provide certain payments the option to be paid by the financial intermediaries earlier than the due date on the applicable invoice. We do not believe that changes in the availability of supply chain financing will have a significant impact on our liquidity. Refer to Note 10 to the Consolidated Financial Statements for further discussion. Strategic Acquisitions and Divestitures Acquisitions will be considered from time to time to the extent there is a strong strategic fit, while at the same time maintaining the Company's strong financial position. In addition, we will continue to assess our existing businesses and initiate efforts to divest businesses that are not considered to be a good long-term strategic fit for the Company. On July 28, 2024, the Company signed an agreement to divest its CFC business within the North America businesses of the Diversified Industrial Segment, which was acquired as part of the Meggitt acquisition. This divestiture closed on November 1, 2024 for net proceeds of \$555 million. Refer to Note 4 to the Consolidated Financial Statements for further

discussion. Additionally, we divested a non-core filtration business within the North America businesses of the Diversified Industrial Segment for proceeds of \$66 million on November 1, 2024. - 27 - Forward-Looking Statements Forward-looking statements contained in this and other written and oral reports are made based on known events and circumstances at the time of release, and as such, are subject to the future to unforeseen uncertainties and risks. Often but not always, these statements may be identified from the use of forward-looking terminology such as "anticipates," "believes," "expects," "may," "should," "could," "intends," "targets," "likely," "will," or the negative of these terms and similar expressions, and include all statements regarding future performance, earnings projections, events or developments. Neither Parker nor any of its respective associates or directors, officers or advisers, provides any representation, assurance or guarantee that the occurrence of the events expressed or implied in any forward-looking statements will actually occur. Parker cautions readers not to place undue reliance on these statements. It is possible that the future performance and earnings projections of the company, including its individual segments, may differ materially from past performance or current expectations. A change in the economic conditions in individual markets may have a particularly volatile effect on segment performance. Among other factors which may affect future performance are: changes in business relationships with and orders by or from major customers, suppliers or distributors, including delays or cancellations in shipments; disputes regarding contract terms, changes in contract costs and revenue estimates for new development programs; changes in product mix; ability to identify acceptable strategic acquisition targets; uncertainties surrounding timing, successful completion or integration of acquisitions and similar transactions; ability to successfully divest businesses planned for divestiture and realize the anticipated benefits of such divestitures; the determination and ability to successfully undertake business realignment activities and the expected costs, including cost savings, thereof; ability to implement successfully business and operating initiatives, including the timing, price and execution of share repurchases and other capital initiatives; availability, cost increases of or other limitations on our access to raw materials, component products and/or commodities if associated costs cannot be recovered in product pricing; ability to manage costs related to insurance and employee retirement and health care benefits; legal and regulatory developments and other government actions, including related to environmental protection, and associated compliance costs; supply chain and labor disruptions, including as a result of tariffs and labor shortages; threats associated with international conflicts and cybersecurity risks and risks associated with protecting our intellectual property; uncertainties surrounding the ultimate resolution of outstanding legal proceedings, including the outcome of any appeals; effects on market conditions, including sales and pricing, resulting from global reactions to U.S. trade policies; manufacturing activity, air travel trends, currency exchange rates, difficulties entering new markets and economic conditions such as inflation, deflation, interest rates and credit availability; inability to obtain, or meet conditions imposed for, required governmental and regulatory approvals; changes in the tax laws in the United States and foreign jurisdictions and judicial or regulatory interpretations thereof; and large scale disasters, such as floods, earthquakes, hurricanes, industrial accidents and pandemics. Readers should consider these forward-looking statements in light of risk factors discussed in Parker's Annual Report on Form 10-K for the fiscal year ended June 30, 2024 and other periodic filings made with the Securities and Exchange Commission. The Company makes these statements as of the date of the filing of this Quarterly Report on Form 10-Q for the quarter ended December 31, 2024, and undertakes no obligation to update them unless otherwise required by law. ITEM 3. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK A substantial portion of our operations are conducted by our subsidiaries outside of the U.S. in currencies other than the U.S. dollar. Most of our non-U.S. subsidiaries conduct their business primarily in their local currencies, which are also their functional currencies. Foreign currency exposures arise from the translation of foreign currency-denominated assets and - 28 - liabilities into U.S. dollars and from transactions denominated in a currency other than the subsidiary's functional currency. We continue to manage the associated foreign currency transaction and translation risk using existing processes. The Company manages foreign currency transaction and translation risk by utilizing derivative and non-derivative financial instruments, including forward exchange contracts, cross-currency swap contracts and certain foreign currency denominated debt designated as net investment hedges. The derivative financial instrument contracts are with major investment grade financial institutions and we do not anticipate any material non-performance by any of the counterparties. We do not hold or issue derivative financial instruments for trading purposes. Derivative financial instruments are recognized on the Consolidated Balance Sheet as either assets or liabilities and are measured at fair value. Further information on the fair value of these contracts is provided in Note 17 to the Consolidated Financial Statements. Derivatives that are not designated as hedges are adjusted to fair value by recording gains and losses through the Consolidated Statement of Income. Derivatives that are designated as hedges are adjusted to fair value by recording gains and losses through accumulated other comprehensive income (loss) in the Consolidated Balance Sheet until the hedged item is recognized in earnings. For cross-currency swap contracts measured using the spot method, the periodic interest settlements are recognized directly in earnings through interest expense. The translation of the foreign currency denominated debt that has been designated as a net investment hedge is recorded in accumulated other comprehensive income (loss) and remains there until the underlying net investment is sold or substantially liquidated. The Company's debt portfolio contains variable rate debt, consisting of commercial paper, inherently exposing the Company to interest rate risk. The Term Loan Facility, which had a variable interest rate, was repaid as of December 31, 2024. Our objective is to maintain a 60/40 mix between fixed rate and variable rate debt thereby limiting our exposure to changes in near-term interest rates. A 100 basis point increase in near-term interest rates would increase annual interest expense on variable rate debt, consisting of weighted-average commercial paper borrowings for the six months ended December 31, 2024, by approximately \$18 million. ITEM 4. CONTROLS AND PROCEDURES The Company carried out an evaluation, under the supervision and with the participation of the Company's management, including the Company's principal executive officer and principal financial officer, of the effectiveness of the Company's disclosure controls and procedures as of December 31, 2024. Based on this evaluation, the Company's principal executive officer and principal financial officer concluded that, as of December 31, 2024, the Company's disclosure controls and procedures were effective. There was no change to our internal control over financial reporting during the second quarter of fiscal 2025 that materially affected, or is reasonably likely to materially affect, our internal control over financial reporting. - 29 - PARKER-HANNIFIN CORPORATION PART II - OTHER INFORMATION ITEM 1. Legal Proceedings. From time to time we are involved in matters that involve governmental authorities as a party under federal, state and local laws that have been enacted or adopted regulating the discharge of materials into the environment or primarily for the purpose of protecting the environment. We will report such matters that exceed, or that we reasonably believe may exceed, \$1.0 million or more in monetary sanctions. ITEM 2. Unregistered Sales of Equity Securities and Use of Proceeds. (a) Unregistered Sales of Equity Securities. Not applicable. (b) Use of Proceeds. Not applicable. (c) Issuer Purchases of Equity Securities. Period (a) Total Number of Shares Purchased (b) Average Price Paid Per Share (c) Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs (1) (d) Maximum Number (or Approximate Dollar Value) of Shares that May Yet Be Purchased Under the Plans or Programs (1) October 1, 2024 through October 31, 2024 29,479 \$631.05 29,479 7,195,034 November 1, 2024 through November 30, 2024 21,600 \$685.87 21,600 7,173,434 December 1, 2024 through December 31, 2024 24,685 \$671.70 24,685 7,148,749 Total: 75,764 75,764 (1) On October 22, 2014, the Company publicly announced that the Board of Directors increased the overall maximum number of shares authorized for repurchase under the Company's share repurchase program, first announced on August 16, 1990, so that, beginning on October 22, 2014, the maximum aggregate number of shares authorized for repurchase was 35 million shares. There is no limitation on the amount of shares that can be repurchased in a fiscal year. There is no expiration date for this program. ITEM 5. Other Information None of the Company's directors or officers adopted, modified or terminated a Rule 10b5-1 trading arrangement or a non-Rule 10b5-1 trading arrangement during the Company's fiscal quarter ended December 31, 2024. - 30 - ITEM 6. Exhibits. The following documents are furnished as exhibits and are numbered pursuant to Item 601 of Regulation S-K: Exhibit No. Description of Exhibit 31(a) Certification of the Principal Executive Officer Pursuant to 17 CFR 240.13a-14(a), as Adopted Pursuant to § 302 of the Sarbanes-Oxley Act of 2002. *31(b) Certification of the Principal Financial Officer Pursuant to 17 CFR 240.13a-14(a), as Adopted Pursuant to § 302 of the Sarbanes-Oxley Act of 2002. *32 Certification Pursuant to 18 U.S.C. Section 1350, as Adopted Pursuant to § 906 of the Sarbanes-Oxley Act of 2002. *101.INS Inline XBRL Instance Document. *101.SCH Inline XBRL Taxonomy Extension Schema Document. *101.CAL Inline XBRL Taxonomy Extension Calculation Linkbase Document. *101.DEF Inline XBRL Taxonomy Extension Definition Linkbase Document. *101.LAB Inline XBRL Taxonomy Extension Label Linkbase Document. *101.PRE Inline XBRL Taxonomy Extension Presentation Linkbase Document. *104 Cover page Interactive Data File (formatted as Inline XBRL with applicable taxonomy extension information contained in Exhibits 101). *Submitted electronically herewith. Attached as Exhibit 101 to this report are the following formatted in Inline XBRL (Extensible Business Reporting Language): (i) Consolidated Statement of Income for the three and six months ended December 31, 2024 and 2023, (ii) Consolidated Statement of Comprehensive Income for the three and six months ended December 31, 2024 and 2023, (iii) Consolidated Balance Sheet at December 31, 2024 and June 30, 2024, (iv) Consolidated Statement of Cash Flows for the six months ended December 31, 2024 and 2023, and (v) Notes to Consolidated Financial Statements for the six months ended December 31, 2024. - 31 - SIGNATURE Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized. PARKER-HANNIFIN CORPORATION (Registrant)/s/ Todd M. Leombruno Todd M. Leombruno Executive Vice President and Chief Financial Officer Date: January 31, 2025 - 32 - Document Exhibit 31(a) CERTIFICATIONS I, Jennifer A. Parmentier, certify that: 1. I have reviewed this quarterly report on Form 10-Q of Parker-Hannifin Corporation; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the Registrant as of, and for, the periods presented in this report; 4. The Registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(f)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the Registrant and have: a) designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; b) designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; c) evaluated the effectiveness of the Registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and d) disclosed in this report any change in the Registrant's internal control over financial reporting that occurred during the Registrant's most recent fiscal quarter (the Registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the Registrant's internal control over financial reporting; and 5. The Registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Registrant's auditors and the audit committee of the Registrant's board of directors (or persons performing the equivalent functions): a) all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Registrant's ability to record, process, summarize and report financial information; and b) any fraud, whether or not material, that involves management or other employees who have a significant role in the Registrant's internal control over financial reporting. Date: January 31, 2025 /s/ Todd M. Leombruno Todd M. Leombruno Executive Vice President and Chief Financial Officer Document Exhibit 31(b) CERTIFICATIONS I, Todd M. Leombruno, certify that: 1. I have reviewed this quarterly report on Form 10-Q of Parker-Hannifin Corporation; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the Registrant as of, and for, the periods presented in this report; 4. The Registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(f)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the Registrant and have: a) designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; b) designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; c) evaluated the effectiveness of the Registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and d) disclosed in this report any change in the Registrant's internal control over financial reporting that occurred during the Registrant's most recent fiscal quarter (the Registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the Registrant's internal control over financial reporting; and 5. The Registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Registrant's auditors and the audit committee of the Registrant's board of directors (or persons performing the equivalent functions): a) all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Registrant's ability to record, process, summarize and report financial information; and b) any fraud, whether or not material, that involves management or other employees who have a significant role in the Registrant's internal control over financial reporting. Date: January 31, 2025 /s/ Todd M. Leombruno Todd M. Leombruno Executive Vice President and Chief Financial Officer Document Exhibit 32 Certification Pursuant to 18 U.S.C. Section 1350, As Adopted Pursuant to § 906 of the Sarbanes-Oxley Act of 2002 I, Todd M. Leombruno, Executive Vice President and Chief Financial Officer, do hereby certify that, to the best of my knowledge and belief, the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company as of the dates and for the periods expressed in the Report. Date: January 31, 2025 /s/ Jennifer A. Parmentier Name: Jennifer A. Parmentier Title: Chief Executive Officer /s/ Todd M. Leombruno Name: Todd M. Leombruno Title: Executive Vice President and Chief Financial Officer