

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 2021 This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	▶ ☐
D Check box if filing under:	☒ 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 <u>TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN</u>	1b	Three-digit plan number (PN) ▶	<u>001</u>
	1c	Effective date of plan <u>01/01/1989</u>	
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) <u>TURCK INC.</u> <u>3000 CAMPUS DRIVE</u> <u>PLYMOUTH, MN 55441-2656</u>	2b	Employer Identification Number (EIN) <u>41-1263309</u>	
	2c	Plan Sponsor's telephone number <u>763-553-7300</u>	
	2d	Business code (see instructions) <u>334500</u>	

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.	10/17/2022	ROBERT E. DIEM
	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
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ 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 c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	769
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)	615
a(2) Total number of active participants at the end of the plan year		6a(2)	650
b Retired or separated participants receiving benefits.....		6b	7
c Other retired or separated participants entitled to future benefits		6c	156
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	813
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	6
f Total. Add lines 6d and 6e		6f	819
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	812
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TURCK INC.	D Employer Identification Number (EIN) 41-1263309	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
THE VANGUARD GROUP, INC.
23-1945930

(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)

THE VANGUARD GROUP, INC.

23-1945930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 25 37 52 59	NONE	19187	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

VANGUARD ADVISERS INC.

23-2811930

(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?
26	NONE	16368	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 ☐

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)

(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 ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

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
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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)

(Complete as many entries as needed to report all participating plans)

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
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TURCK INC.</u>	D Employer Identification Number (EIN) <u>41-1263309</u>	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	2127401	1933774
(9) Value of interest in common/collective trusts	1c(9)	9349537	9205494
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	102418085	114472674
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	113895023 125611942
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	113895023 125611942

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	1279713
	(B) Participants	2a(1)(B)	3879543
	(C) Others (including rollovers).....	2a(1)(C)	327532
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	5486788
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	103871
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	103871
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	9875209
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	9875209
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		127683
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		6027206
c Other income.....	2c		3855
d Total income. Add all income amounts in column (b) and enter total.....	2d		21624612
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	9874911	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)	656	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		9875567
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	32126	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		32126
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		9907693
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		11716919
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ 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) ☐ 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: **DELOITTE AND TOUCHE,LLP**

(2) EIN: **13-3891517**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, 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.

During the plan year:

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.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
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?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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.)	X		
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 ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ 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 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 TURCK INC.	D Employer Identification Number (EIN) 41-1263309

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): 23-2186884	
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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (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) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 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 _____

TURCK Inc. Employee Savings and Profit Sharing Plan

Employer ID No.: 41-1263309

Plan No.: 001

Financial Statements as of December 31, 2021 and 2020,
and for the Year Ended December 31, 2021,
Supplemental Schedule as of December 31, 2021, and
Independent Auditors' Report

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

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Notes to Financial Statements as of December 31, 2021 and 2020, and for the Year Ended December 31, 2021	7–12
SUPPLEMENTAL SCHEDULE—	13
Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021	14
NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

INDEPENDENT AUDITOR'S REPORT

To the Trustees of
TURCK Inc. Employee Saving and Profit-sharing Plan:

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

We have performed an audit of the financial statements of Turck Inc. Employee Saving and Profit-Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from

fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used

to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Deloitte Touche LLP

October 17, 2022

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS—Participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
RECEIVABLES—Notes receivable from participants	<u>1,933,774</u>	<u>2,127,401</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 125,611,942</u>	<u>\$ 113,895,023</u>

See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEAR ENDED DECEMBER 31, 2021

ADDITIONS:

Contributions:

Participant contributions	\$ 3,879,543
Employer contributions	1,279,713
Rollover contributions	<u>327,532</u>

Total contributions	<u>5,486,788</u>
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Investment Income:

Net appreciation in fair value of investments	6,027,206
Interest and dividend income	<u>10,002,892</u>

Total investment income	<u>16,030,098</u>
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Interest on notes receivable from participants	103,871
--	---------

Other additions	<u>3,855</u>
-----------------	--------------

Total additions	<u>21,624,612</u>
-----------------	-------------------

DEDUCTIONS:

Benefits paid to participants	9,874,911
Administrative expenses	32,126
Other	656
Total deductions	<u>9,907,693</u>

INCREASE IN NET ASSETS	11,716,919
------------------------	------------

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>113,895,023</u>
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End of year	<u>\$ 125,611,942</u>
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See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021 AND 2020, AND FOR THE YEAR ENDED DECEMBER 31, 2021

1. DESCRIPTION OF THE PLAN

The following description of the TURCK Inc. Employee Savings and Profit Sharing Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General—The Plan is a qualified defined contribution profit-sharing plan with elective deferral and employer-matching features. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. For purposes of making elective deferrals, receiving employer-matching contributions, and a profit-sharing contribution, a nonunion employee of TURCK Inc. (the “Company”) enters the Plan after two months of employment and reaching age 18. Substantially, all the expenses of the Plan are absorbed by the Company, except for participant-specific fees such as loan maintenance fees and fees charged for certain funds.

Contributions—Participants may elect to defer up to 50% of their compensation, not in excess of the limits imposed by Internal Revenue Code (IRC). Participants may elect deferrals to be all pretax, all post-tax, or a combination of both. The Plan has an automatic increase feature for elective deferrals for participants who are enrolled into the Plan. The elective deferral increases by 1% each year until the deferral rate reaches 10%, unless the participant opts out or elects a different rate. New employees are automatically enrolled in the Plan with a contribution rate of 3% of eligible compensation, unless the participant declines enrollment or elects a different rate. The Company makes a discretionary employer-matching contribution equal to 100% of the first 1% deferred by an eligible employee plus 50% of the next 5% deferred. The Company may also make a discretionary profit-sharing contribution in an amount determined by the Company. The Plan also allows rollover contributions. To receive an allocation of any profit-sharing contribution, a participant must have worked 500 hours, plus two months during the Plan year and be employed by the Company on the last day of the Plan year. The 500-hour and last-day rule does not apply when termination of employment occurred during the Plan year because of death, disability, or retirement. An eligible participant’s share of a profit-sharing contribution is equal to the ratio of the participant’s compensation to the compensation of all participants eligible to share in the contribution.

Participant Accounts—Each participant’s account is credited with the participant’s contributions and allocations of the Company’s contributions and Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Investment Options—Participants direct the investment of their contributions into various investment options offered by the Plan. If a participant is auto-enrolled into the Plan, contributions are invested into the Qualified Default Investment Alternative. Company contributions are invested in those same investment options.

Vesting—The Plan uses the elapsed-time method for vesting, which states that a year of vesting service is earned when an employee completes at least one hour of service during the year. Vesting shall be computed by reference to the 12-consecutive-month period of the Plan year. The elective deferrals and matching contributions are 100% vested at all times, and the profit-sharing contributions are 50% vested after two years of service and 100% vested after three years of service. The Plan first applies forfeitures resulting from termination that occurs before full vesting to reinstate previously cashed-out participants who buy their way back into the Plan and then as an additional profit-sharing contribution. Excess matching contributions, if any, will be used to reduce employer-matching contributions.

Notes Receivable from Participants—The Plan provides for loans to be made to participants from their vested accounts. The loan cannot exceed 50% of the participant's vested account, with a \$1,000 minimum and \$50,000 maximum considering any prior loans made. Interest on the loans is charged based upon prevailing bank rates. Interest rates range from 4.25% to 9.5% as of December 31, 2021. Loans must be repaid within five years in substantially level amounts, with payments made at least quarterly. An exception to the five-year repayment period may be made if the loan is for the purchase of the participant's principal residence. The maximum term to maturity for principal residence loans is 2051 as of December 31, 2021.

Payment of Benefits—On attainment of retirement or termination of service, a participant may elect to receive a lump-sum amount equal to the value of his or her account. A participant who has incurred a disability may also request a distribution from the Plan. If the balance exceeds \$5,000, the participant may leave the money in the account until the normal retirement date, but in no instance shall distributions begin later than April 1 of the calendar year following the calendar year in which the participant reaches age 70 1/2 if the participant has terminated employment. If the participant is still an active employee, the participant may defer taking a distribution until the date he or she separates from service with the Company.

Participants are also eligible to make hardship withdrawals from their deferred contributions in the event of certain financial hardships.

Administrative Expenses—Administrative expenses of the Plan are paid by the Plan sponsor as provided in the Plan document. All investment management and transaction fees directly related to the Plan investments are paid by the Plan. Management fees and operating expenses charged to the Plan for investments are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Forfeited Accounts—During 2021 and 2020, forfeited nonvested accounts totaled \$5,160 and \$13,866, respectively. There were no unallocated forfeitures as of December 31, 2021 and 2020. Forfeitures of profit-sharing contributions are allocated to qualifying participants' accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting—The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates—The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Risks and Uncertainties—The Plan utilizes various mutual fund investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Investment Valuation and Income Recognition—As reported to the Plan by Vanguard Fiduciary Trust Company (“Vanguard” or the “Trustee”), investments are included in the financial statements at year-end fair market values, as measured by quoted market prices in active markets. Security purchases and sales are recorded on the trade date. Investment income and dividends are recorded when earned. See footnotes 5 and 6 for further information.

Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation and depreciation include the Plan’s gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants—Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest. Delinquent participant loans are recorded as distributions based on the terms of the Plan document.

Payment of Benefits—Benefit payments to participants are recorded upon distribution. There were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid at December 31, 2021 and 2020.

Excess Contributions Payable—The Plan is required to return contributions received during the Plan year in excess of the IRC limits. There were no excess contributions as of December 31, 2021 and 2020.

Subsequent Events—Subsequent events were evaluated through October 17, 2022, the date the financial statements were available to be issued. There were no subsequent events noted.

CARES Act—On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was passed by Congress. The CARES Act provides immediate and temporary relief for retirement of Plan sponsors and their participants with respect to employer contributions, distributions, and participant loans. The provisions of the CARES Act may be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted Coronavirus-related Distributions (CRDs), and during the 2020 plan year, there were 89 distributions totaling \$3,252,587. In accordance with the CARES Act, participants who took a CRD have three years to repay the distribution to any Plan to which a participant is eligible to make a rollover contribution.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The following is a summary of the information regarding the Plan as of December 31, 2021 and 2020, and for the year ended December 31, 2021, included in the Plan’s financial statements and supplemental schedule, that was prepared by or derived from information prepared by the Trustee of

the Plan and furnished to the Plan administrator. The Plan administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2021	2020
Statements of net assets available for benefits— participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
Statement of changes in net assets available for benefits—investment income:		
Net appreciation in fair value of investments	6,027,206	11,537,154
Interest and dividend income	10,002,892	2,983,685

Note 5—All investment balances and investment information in the notes, excluding the classification and level of investments.

Supplemental Schedule—All investment balances and information included in the supplemental schedule of assets (held at end of year).

4. PLAN TERMINATION

Although it has not expressed any intention 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 set forth in ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts.

5. FAIR VALUE MEASUREMENTS

In accordance with ASC 820, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The following is a description of the valuation methodologies used for assets measured at fair value:

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

Stable Value Fund—Composed primarily of fully benefit-responsive investment contracts and is reported at fair value using NAV, as a practical expedient. The stable value fund calculates NAV per share in a manner consistent with the measurement principles in FASB ASC Topic 946, *Financial Services—Investment Companies*. Those measurement principles indicate that, in the determination of a stable value fund's NAV, the relevant measurement is net assets which include the fully benefit investment contracts held by the fund at contract value. This NAV represents the Plan's fair value since this is the NAV at which the Plan transacts with the fund. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2021, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 50,903,395	\$ -	\$ -	\$ 50,903,395
Balanced (stocks and bonds)	48,443,118	-	-	48,443,118
Bonds	8,307,229	-	-	8,307,229
Short-term reserves	69,913	-	-	69,913
International equity (stocks)	<u>6,749,019</u>	<u>-</u>	<u>-</u>	<u>6,749,019</u>
Total	<u>\$114,472,674</u>	<u>\$ -</u>	<u>\$ -</u>	<u>114,472,674</u>
Investments measured at NAV				<u>9,205,494</u>
Total investments				<u><u>\$123,678,168</u></u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2020, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 42,675,162	\$ -	\$ -	\$ 42,675,162
Balanced (stocks and bonds)	44,961,166	-	-	44,961,166
Bonds	8,881,946	-	-	8,881,946
Short-term reserves	61,545	-	-	61,545
International equity (stocks)	5,838,266	-	-	5,838,266
Total	<u>\$102,418,085</u>	<u>\$ -</u>	<u>\$ -</u>	<u>102,418,085</u>
Investments measured at NAV				<u>9,349,537</u>
Total investments				<u><u>\$111,767,622</u></u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

6. NAV PER SHARE

The Plan's investments in the stable value fund are measured at fair value utilizing NAV as a practical expedient, as further described in Note 5, Fair Value Measurements. Participant transactions (purchases and sales) may occur daily. The investments in the stable value fund can be redeemed on a daily basis without restriction and are not subject to redemption notification provisions. There were no unfunded commitments related to the stable value fund as of December 31, 2021 and 2020.

7. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Vanguard. Vanguard is the trustee of the Plan, and therefore, these transactions qualify as exempt party-in-interest transactions. The Plan also allows participants to take loans against their account balances, which also qualify as exempt party-in-interest transactions.

8. FEDERAL INCOME TAX STATUS

The Plan uses a prototype plan document sponsored by Vanguard. Vanguard received an opinion letter from the Internal Revenue Service (IRS), dated May 28, 2014, which states that the prototype document satisfies the applicable provisions of the IRC. The Plan itself has not received a determination letter from the IRS. However, the Plan's management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Management will take all actions necessary to maintain the Plan's qualified status. Therefore, no provision for income tax has been included in the Plan's financial statements.

* * * * *

SUPPLEMENTAL SCHEDULE

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

Employer ID No.: 41-1263309

Plan No.: 001

FORM 5500, SCHEDULE H, PART IV, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR AS OF DECEMBER 31, 2021)

Identity of Issuer	Description of Investment	Current Value
Amana Income Fund	Registered Investment Company	\$ 616,307
American Funds Euro Pacific Growth Fund	Registered Investment Company	3,315,144
Calvert Balanced Fund	Registered Investment Company	184,892
Delaware Small Cap Value Fund	Registered Investment Company	951,139
JP Morgan Mid-Cap Value Fund	Registered Investment Company	1,410,013
MassMutual Select Mid Cap Growth Equity Fund	Registered Investment Company	480,307
PGIM Total Return Bond Fund	Registered Investment Company	1,285,715
T. Rowe Price QM US Small Cap Growth Equity Fund	Registered Investment Company	1,303,033
TRP Growth Stock Fund	Registered Investment Company	9,781,536
* Vanguard Institutional Index Fund	Registered Investment Company	13,791,547
* Vanguard Mid-Cap Index Fund Institutional Shares	Registered Investment Company	14,458,442
* Vanguard Small-Cap Index Fund Admiral Shares	Registered Investment Company	4,398,477
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	579,870
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	3,536,742
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	6,684,261
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	5,339,347
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	10,309,032
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	5,144,543
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	8,328,821
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	3,544,607
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	2,451,851
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	661,183
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	41,364
* Vanguard Target Retirement Income Fund	Registered Investment Company	1,636,605
* Vanguard Total Bond Market Index Fund Admiral Shares	Registered Investment Company	7,021,515
* Vanguard Total International Stock Index Fund	Registered Investment Company	3,433,876
Vanguard Treasury Money Market Fund	Registered Investment Company	69,913
* Vanguard Windsor II Fund Admiral Shares	Registered Investment Company	<u>3,712,592</u>
Total mutual funds		114,472,674
* Vanguard Retirement Savings Trust	Stable Value Fund	9,205,494
	Maturity dates range from December 27, 2022, to August 1, 2049, and interest rates range from 4.25% to 9.5%**	
* Notes receivable from participants		<u>1,933,774</u>
TOTAL		<u><u>125,611,942</u></u>

* Denotes party in interest.

Cost information is not required for participant-directed investments, and therefore, is not included.

** There were no deemed distributions in 2021.

See accompanying independent auditors' report.

TURCK Inc. Employee Savings and Profit Sharing Plan

Employer ID No.: 41-1263309

Plan No.: 001

Financial Statements as of December 31, 2021 and 2020,
and for the Year Ended December 31, 2021,
Supplemental Schedule as of December 31, 2021, and
Independent Auditors' Report

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

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SUPPLEMENTAL SCHEDULE—	13
Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021	14
NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

INDEPENDENT AUDITOR'S REPORT

To the Trustees of
TURCK Inc. Employee Saving and Profit-sharing Plan:

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

We have performed an audit of the financial statements of Turck Inc. Employee Saving and Profit-Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from

fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used

to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Deloitte Touche LLP

October 17, 2022

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS—Participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
RECEIVABLES—Notes receivable from participants	<u>1,933,774</u>	<u>2,127,401</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 125,611,942</u>	<u>\$ 113,895,023</u>

See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEAR ENDED DECEMBER 31, 2021

ADDITIONS:

Contributions:

Participant contributions	\$ 3,879,543
Employer contributions	1,279,713
Rollover contributions	<u>327,532</u>

Total contributions	<u>5,486,788</u>
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Investment Income:

Net appreciation in fair value of investments	6,027,206
Interest and dividend income	<u>10,002,892</u>

Total investment income	<u>16,030,098</u>
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Interest on notes receivable from participants	103,871
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Other additions	<u>3,855</u>
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Total additions	<u>21,624,612</u>
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DEDUCTIONS:

Benefits paid to participants	9,874,911
Administrative expenses	32,126
Other	656
Total deductions	<u>9,907,693</u>

INCREASE IN NET ASSETS	11,716,919
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NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>113,895,023</u>
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End of year	<u>\$ 125,611,942</u>
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See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021 AND 2020, AND FOR THE YEAR ENDED DECEMBER 31, 2021

1. DESCRIPTION OF THE PLAN

The following description of the TURCK Inc. Employee Savings and Profit Sharing Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General—The Plan is a qualified defined contribution profit-sharing plan with elective deferral and employer-matching features. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. For purposes of making elective deferrals, receiving employer-matching contributions, and a profit-sharing contribution, a nonunion employee of TURCK Inc. (the “Company”) enters the Plan after two months of employment and reaching age 18. Substantially, all the expenses of the Plan are absorbed by the Company, except for participant-specific fees such as loan maintenance fees and fees charged for certain funds.

Contributions—Participants may elect to defer up to 50% of their compensation, not in excess of the limits imposed by Internal Revenue Code (IRC). Participants may elect deferrals to be all pretax, all post-tax, or a combination of both. The Plan has an automatic increase feature for elective deferrals for participants who are enrolled into the Plan. The elective deferral increases by 1% each year until the deferral rate reaches 10%, unless the participant opts out or elects a different rate. New employees are automatically enrolled in the Plan with a contribution rate of 3% of eligible compensation, unless the participant declines enrollment or elects a different rate. The Company makes a discretionary employer-matching contribution equal to 100% of the first 1% deferred by an eligible employee plus 50% of the next 5% deferred. The Company may also make a discretionary profit-sharing contribution in an amount determined by the Company. The Plan also allows rollover contributions. To receive an allocation of any profit-sharing contribution, a participant must have worked 500 hours, plus two months during the Plan year and be employed by the Company on the last day of the Plan year. The 500-hour and last-day rule does not apply when termination of employment occurred during the Plan year because of death, disability, or retirement. An eligible participant’s share of a profit-sharing contribution is equal to the ratio of the participant’s compensation to the compensation of all participants eligible to share in the contribution.

Participant Accounts—Each participant’s account is credited with the participant’s contributions and allocations of the Company’s contributions and Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Investment Options—Participants direct the investment of their contributions into various investment options offered by the Plan. If a participant is auto-enrolled into the Plan, contributions are invested into the Qualified Default Investment Alternative. Company contributions are invested in those same investment options.

Vesting—The Plan uses the elapsed-time method for vesting, which states that a year of vesting service is earned when an employee completes at least one hour of service during the year. Vesting shall be computed by reference to the 12-consecutive-month period of the Plan year. The elective deferrals and matching contributions are 100% vested at all times, and the profit-sharing contributions are 50% vested after two years of service and 100% vested after three years of service. The Plan first applies forfeitures resulting from termination that occurs before full vesting to reinstate previously cashed-out participants who buy their way back into the Plan and then as an additional profit-sharing contribution. Excess matching contributions, if any, will be used to reduce employer-matching contributions.

Notes Receivable from Participants—The Plan provides for loans to be made to participants from their vested accounts. The loan cannot exceed 50% of the participant's vested account, with a \$1,000 minimum and \$50,000 maximum considering any prior loans made. Interest on the loans is charged based upon prevailing bank rates. Interest rates range from 4.25% to 9.5% as of December 31, 2021. Loans must be repaid within five years in substantially level amounts, with payments made at least quarterly. An exception to the five-year repayment period may be made if the loan is for the purchase of the participant's principal residence. The maximum term to maturity for principal residence loans is 2051 as of December 31, 2021.

Payment of Benefits—On attainment of retirement or termination of service, a participant may elect to receive a lump-sum amount equal to the value of his or her account. A participant who has incurred a disability may also request a distribution from the Plan. If the balance exceeds \$5,000, the participant may leave the money in the account until the normal retirement date, but in no instance shall distributions begin later than April 1 of the calendar year following the calendar year in which the participant reaches age 70 1/2 if the participant has terminated employment. If the participant is still an active employee, the participant may defer taking a distribution until the date he or she separates from service with the Company.

Participants are also eligible to make hardship withdrawals from their deferred contributions in the event of certain financial hardships.

Administrative Expenses—Administrative expenses of the Plan are paid by the Plan sponsor as provided in the Plan document. All investment management and transaction fees directly related to the Plan investments are paid by the Plan. Management fees and operating expenses charged to the Plan for investments are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Forfeited Accounts—During 2021 and 2020, forfeited nonvested accounts totaled \$5,160 and \$13,866, respectively. There were no unallocated forfeitures as of December 31, 2021 and 2020. Forfeitures of profit-sharing contributions are allocated to qualifying participants' accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting—The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates—The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Risks and Uncertainties—The Plan utilizes various mutual fund investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Investment Valuation and Income Recognition—As reported to the Plan by Vanguard Fiduciary Trust Company (“Vanguard” or the “Trustee”), investments are included in the financial statements at year-end fair market values, as measured by quoted market prices in active markets. Security purchases and sales are recorded on the trade date. Investment income and dividends are recorded when earned. See footnotes 5 and 6 for further information.

Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation and depreciation include the Plan’s gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants—Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest. Delinquent participant loans are recorded as distributions based on the terms of the Plan document.

Payment of Benefits—Benefit payments to participants are recorded upon distribution. There were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid at December 31, 2021 and 2020.

Excess Contributions Payable—The Plan is required to return contributions received during the Plan year in excess of the IRC limits. There were no excess contributions as of December 31, 2021 and 2020.

Subsequent Events—Subsequent events were evaluated through October 17, 2022, the date the financial statements were available to be issued. There were no subsequent events noted.

CARES Act—On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was passed by Congress. The CARES Act provides immediate and temporary relief for retirement of Plan sponsors and their participants with respect to employer contributions, distributions, and participant loans. The provisions of the CARES Act may be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted Coronavirus-related Distributions (CRDs), and during the 2020 plan year, there were 89 distributions totaling \$3,252,587. In accordance with the CARES Act, participants who took a CRD have three years to repay the distribution to any Plan to which a participant is eligible to make a rollover contribution.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The following is a summary of the information regarding the Plan as of December 31, 2021 and 2020, and for the year ended December 31, 2021, included in the Plan’s financial statements and supplemental schedule, that was prepared by or derived from information prepared by the Trustee of

the Plan and furnished to the Plan administrator. The Plan administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2021	2020
Statements of net assets available for benefits— participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
Statement of changes in net assets available for benefits—investment income:		
Net appreciation in fair value of investments	6,027,206	11,537,154
Interest and dividend income	10,002,892	2,983,685

Note 5—All investment balances and investment information in the notes, excluding the classification and level of investments.

Supplemental Schedule—All investment balances and information included in the supplemental schedule of assets (held at end of year).

4. PLAN TERMINATION

Although it has not expressed any intention 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 set forth in ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts.

5. FAIR VALUE MEASUREMENTS

In accordance with ASC 820, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The following is a description of the valuation methodologies used for assets measured at fair value:

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

Stable Value Fund—Composed primarily of fully benefit-responsive investment contracts and is reported at fair value using NAV, as a practical expedient. The stable value fund calculates NAV per share in a manner consistent with the measurement principles in FASB ASC Topic 946, *Financial Services—Investment Companies*. Those measurement principles indicate that, in the determination of a stable value fund's NAV, the relevant measurement is net assets which include the fully benefit investment contracts held by the fund at contract value. This NAV represents the Plan's fair value since this is the NAV at which the Plan transacts with the fund. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2021, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 50,903,395	\$ -	\$ -	\$ 50,903,395
Balanced (stocks and bonds)	48,443,118	-	-	48,443,118
Bonds	8,307,229	-	-	8,307,229
Short-term reserves	69,913	-	-	69,913
International equity (stocks)	<u>6,749,019</u>	<u>-</u>	<u>-</u>	<u>6,749,019</u>
Total	<u>\$114,472,674</u>	<u>\$ -</u>	<u>\$ -</u>	<u>114,472,674</u>
Investments measured at NAV				<u>9,205,494</u>
Total investments				<u><u>\$123,678,168</u></u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2020, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 42,675,162	\$ -	\$ -	\$ 42,675,162
Balanced (stocks and bonds)	44,961,166	-	-	44,961,166
Bonds	8,881,946	-	-	8,881,946
Short-term reserves	61,545	-	-	61,545
International equity (stocks)	5,838,266	-	-	5,838,266
Total	<u>\$102,418,085</u>	<u>\$ -</u>	<u>\$ -</u>	<u>102,418,085</u>
Investments measured at NAV				<u>9,349,537</u>
Total investments				<u>\$111,767,622</u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

6. NAV PER SHARE

The Plan's investments in the stable value fund are measured at fair value utilizing NAV as a practical expedient, as further described in Note 5, Fair Value Measurements. Participant transactions (purchases and sales) may occur daily. The investments in the stable value fund can be redeemed on a daily basis without restriction and are not subject to redemption notification provisions. There were no unfunded commitments related to the stable value fund as of December 31, 2021 and 2020.

7. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Vanguard. Vanguard is the trustee of the Plan, and therefore, these transactions qualify as exempt party-in-interest transactions. The Plan also allows participants to take loans against their account balances, which also qualify as exempt party-in-interest transactions.

8. FEDERAL INCOME TAX STATUS

The Plan uses a prototype plan document sponsored by Vanguard. Vanguard received an opinion letter from the Internal Revenue Service (IRS), dated May 28, 2014, which states that the prototype document satisfies the applicable provisions of the IRC. The Plan itself has not received a determination letter from the IRS. However, the Plan's management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Management will take all actions necessary to maintain the Plan's qualified status. Therefore, no provision for income tax has been included in the Plan's financial statements.

* * * * *

SUPPLEMENTAL SCHEDULE

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

Employer ID No.: 41-1263309

Plan No.: 001

FORM 5500, SCHEDULE H, PART IV, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR AS OF DECEMBER 31, 2021)

Identity of Issuer	Description of Investment	Current Value
Amana Income Fund	Registered Investment Company	\$ 616,307
American Funds Euro Pacific Growth Fund	Registered Investment Company	3,315,144
Calvert Balanced Fund	Registered Investment Company	184,892
Delaware Small Cap Value Fund	Registered Investment Company	951,139
JP Morgan Mid-Cap Value Fund	Registered Investment Company	1,410,013
MassMutual Select Mid Cap Growth Equity Fund	Registered Investment Company	480,307
PGIM Total Return Bond Fund	Registered Investment Company	1,285,715
T. Rowe Price QM US Small Cap Growth Equity Fund	Registered Investment Company	1,303,033
TRP Growth Stock Fund	Registered Investment Company	9,781,536
* Vanguard Institutional Index Fund	Registered Investment Company	13,791,547
* Vanguard Mid-Cap Index Fund Institutional Shares	Registered Investment Company	14,458,442
* Vanguard Small-Cap Index Fund Admiral Shares	Registered Investment Company	4,398,477
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	579,870
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	3,536,742
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	6,684,261
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	5,339,347
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	10,309,032
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	5,144,543
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	8,328,821
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	3,544,607
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	2,451,851
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	661,183
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	41,364
* Vanguard Target Retirement Income Fund	Registered Investment Company	1,636,605
* Vanguard Total Bond Market Index Fund Admiral Shares	Registered Investment Company	7,021,515
* Vanguard Total International Stock Index Fund	Registered Investment Company	3,433,876
Vanguard Treasury Money Market Fund	Registered Investment Company	69,913
* Vanguard Windsor II Fund Admiral Shares	Registered Investment Company	<u>3,712,592</u>
Total mutual funds		114,472,674
* Vanguard Retirement Savings Trust	Stable Value Fund	9,205,494
	Maturity dates range from December 27, 2022, to August 1, 2049, and interest rates range from 4.25% to 9.5%**	
* Notes receivable from participants		<u>1,933,774</u>
TOTAL		<u><u>125,611,942</u></u>

* Denotes party in interest.

Cost information is not required for participant-directed investments, and therefore, is not included.

** There were no deemed distributions in 2021.

See accompanying independent auditors' report.

TURCK Inc. Employee Savings and Profit Sharing Plan

Employer ID No.: 41-1263309

Plan No.: 001

Financial Statements as of December 31, 2021 and 2020,
and for the Year Ended December 31, 2021,
Supplemental Schedule as of December 31, 2021, and
Independent Auditors' Report

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

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Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021	14
NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

INDEPENDENT AUDITOR'S REPORT

To the Trustees of
TURCK Inc. Employee Saving and Profit-sharing Plan:

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

We have performed an audit of the financial statements of Turck Inc. Employee Saving and Profit-Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from

fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) as of December 31, 2021 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used

to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Deloitte Touche LLP

October 17, 2022

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS—Participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
RECEIVABLES—Notes receivable from participants	<u>1,933,774</u>	<u>2,127,401</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 125,611,942</u>	<u>\$ 113,895,023</u>

See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEAR ENDED DECEMBER 31, 2021

ADDITIONS:

Contributions:

Participant contributions	\$ 3,879,543
Employer contributions	1,279,713
Rollover contributions	<u>327,532</u>

Total contributions	<u>5,486,788</u>
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Investment Income:

Net appreciation in fair value of investments	6,027,206
Interest and dividend income	<u>10,002,892</u>

Total investment income	<u>16,030,098</u>
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Interest on notes receivable from participants	103,871
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Other additions	<u>3,855</u>
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Total additions	<u>21,624,612</u>
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DEDUCTIONS:

Benefits paid to participants	9,874,911
Administrative expenses	32,126
Other	656
Total deductions	<u>9,907,693</u>

INCREASE IN NET ASSETS	11,716,919
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NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>113,895,023</u>
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End of year	<u>\$ 125,611,942</u>
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See notes to financial statements.

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2021 AND 2020, AND FOR THE YEAR ENDED DECEMBER 31, 2021

1. DESCRIPTION OF THE PLAN

The following description of the TURCK Inc. Employee Savings and Profit Sharing Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General—The Plan is a qualified defined contribution profit-sharing plan with elective deferral and employer-matching features. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. For purposes of making elective deferrals, receiving employer-matching contributions, and a profit-sharing contribution, a nonunion employee of TURCK Inc. (the “Company”) enters the Plan after two months of employment and reaching age 18. Substantially, all the expenses of the Plan are absorbed by the Company, except for participant-specific fees such as loan maintenance fees and fees charged for certain funds.

Contributions—Participants may elect to defer up to 50% of their compensation, not in excess of the limits imposed by Internal Revenue Code (IRC). Participants may elect deferrals to be all pretax, all post-tax, or a combination of both. The Plan has an automatic increase feature for elective deferrals for participants who are enrolled into the Plan. The elective deferral increases by 1% each year until the deferral rate reaches 10%, unless the participant opts out or elects a different rate. New employees are automatically enrolled in the Plan with a contribution rate of 3% of eligible compensation, unless the participant declines enrollment or elects a different rate. The Company makes a discretionary employer-matching contribution equal to 100% of the first 1% deferred by an eligible employee plus 50% of the next 5% deferred. The Company may also make a discretionary profit-sharing contribution in an amount determined by the Company. The Plan also allows rollover contributions. To receive an allocation of any profit-sharing contribution, a participant must have worked 500 hours, plus two months during the Plan year and be employed by the Company on the last day of the Plan year. The 500-hour and last-day rule does not apply when termination of employment occurred during the Plan year because of death, disability, or retirement. An eligible participant’s share of a profit-sharing contribution is equal to the ratio of the participant’s compensation to the compensation of all participants eligible to share in the contribution.

Participant Accounts—Each participant’s account is credited with the participant’s contributions and allocations of the Company’s contributions and Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Investment Options—Participants direct the investment of their contributions into various investment options offered by the Plan. If a participant is auto-enrolled into the Plan, contributions are invested into the Qualified Default Investment Alternative. Company contributions are invested in those same investment options.

Vesting—The Plan uses the elapsed-time method for vesting, which states that a year of vesting service is earned when an employee completes at least one hour of service during the year. Vesting shall be computed by reference to the 12-consecutive-month period of the Plan year. The elective deferrals and matching contributions are 100% vested at all times, and the profit-sharing contributions are 50% vested after two years of service and 100% vested after three years of service. The Plan first applies forfeitures resulting from termination that occurs before full vesting to reinstate previously cashed-out participants who buy their way back into the Plan and then as an additional profit-sharing contribution. Excess matching contributions, if any, will be used to reduce employer-matching contributions.

Notes Receivable from Participants—The Plan provides for loans to be made to participants from their vested accounts. The loan cannot exceed 50% of the participant's vested account, with a \$1,000 minimum and \$50,000 maximum considering any prior loans made. Interest on the loans is charged based upon prevailing bank rates. Interest rates range from 4.25% to 9.5% as of December 31, 2021. Loans must be repaid within five years in substantially level amounts, with payments made at least quarterly. An exception to the five-year repayment period may be made if the loan is for the purchase of the participant's principal residence. The maximum term to maturity for principal residence loans is 2051 as of December 31, 2021.

Payment of Benefits—On attainment of retirement or termination of service, a participant may elect to receive a lump-sum amount equal to the value of his or her account. A participant who has incurred a disability may also request a distribution from the Plan. If the balance exceeds \$5,000, the participant may leave the money in the account until the normal retirement date, but in no instance shall distributions begin later than April 1 of the calendar year following the calendar year in which the participant reaches age 70 1/2 if the participant has terminated employment. If the participant is still an active employee, the participant may defer taking a distribution until the date he or she separates from service with the Company.

Participants are also eligible to make hardship withdrawals from their deferred contributions in the event of certain financial hardships.

Administrative Expenses—Administrative expenses of the Plan are paid by the Plan sponsor as provided in the Plan document. All investment management and transaction fees directly related to the Plan investments are paid by the Plan. Management fees and operating expenses charged to the Plan for investments are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Forfeited Accounts—During 2021 and 2020, forfeited nonvested accounts totaled \$5,160 and \$13,866, respectively. There were no unallocated forfeitures as of December 31, 2021 and 2020. Forfeitures of profit-sharing contributions are allocated to qualifying participants' accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting—The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of Estimates—The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Risks and Uncertainties—The Plan utilizes various mutual fund investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Investment Valuation and Income Recognition—As reported to the Plan by Vanguard Fiduciary Trust Company (“Vanguard” or the “Trustee”), investments are included in the financial statements at year-end fair market values, as measured by quoted market prices in active markets. Security purchases and sales are recorded on the trade date. Investment income and dividends are recorded when earned. See footnotes 5 and 6 for further information.

Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation and depreciation include the Plan’s gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants—Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest. Delinquent participant loans are recorded as distributions based on the terms of the Plan document.

Payment of Benefits—Benefit payments to participants are recorded upon distribution. There were no amounts allocated to accounts of persons who have elected to withdraw from the Plan, but have not yet been paid at December 31, 2021 and 2020.

Excess Contributions Payable—The Plan is required to return contributions received during the Plan year in excess of the IRC limits. There were no excess contributions as of December 31, 2021 and 2020.

Subsequent Events—Subsequent events were evaluated through October 17, 2022, the date the financial statements were available to be issued. There were no subsequent events noted.

CARES Act—On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security (CARES) Act was passed by Congress. The CARES Act provides immediate and temporary relief for retirement of Plan sponsors and their participants with respect to employer contributions, distributions, and participant loans. The provisions of the CARES Act may be effective and operationalized immediately, prior to amending the Plan document. The Plan adopted Coronavirus-related Distributions (CRDs), and during the 2020 plan year, there were 89 distributions totaling \$3,252,587. In accordance with the CARES Act, participants who took a CRD have three years to repay the distribution to any Plan to which a participant is eligible to make a rollover contribution.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The following is a summary of the information regarding the Plan as of December 31, 2021 and 2020, and for the year ended December 31, 2021, included in the Plan’s financial statements and supplemental schedule, that was prepared by or derived from information prepared by the Trustee of

the Plan and furnished to the Plan administrator. The Plan administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2021	2020
Statements of net assets available for benefits— participant-directed investments—at fair value	\$ 123,678,168	\$ 111,767,622
Statement of changes in net assets available for benefits—investment income:		
Net appreciation in fair value of investments	6,027,206	11,537,154
Interest and dividend income	10,002,892	2,983,685

Note 5—All investment balances and investment information in the notes, excluding the classification and level of investments.

Supplemental Schedule—All investment balances and information included in the supplemental schedule of assets (held at end of year).

4. PLAN TERMINATION

Although it has not expressed any intention 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 set forth in ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts.

5. FAIR VALUE MEASUREMENTS

In accordance with ASC 820, the Plan classifies its investments into Level 1, which refers to securities valued using quoted prices from active markets for identical assets; Level 2, which refers to securities not traded on an active market but for which observable market inputs are readily available; and Level 3, which refers to securities valued based on significant unobservable inputs. Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The following is a description of the valuation methodologies used for assets measured at fair value:

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

Stable Value Fund—Composed primarily of fully benefit-responsive investment contracts and is reported at fair value using NAV, as a practical expedient. The stable value fund calculates NAV per share in a manner consistent with the measurement principles in FASB ASC Topic 946, *Financial Services—Investment Companies*. Those measurement principles indicate that, in the determination of a stable value fund's NAV, the relevant measurement is net assets which include the fully benefit investment contracts held by the fund at contract value. This NAV represents the Plan's fair value since this is the NAV at which the Plan transacts with the fund. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2021, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 50,903,395	\$ -	\$ -	\$ 50,903,395
Balanced (stocks and bonds)	48,443,118	-	-	48,443,118
Bonds	8,307,229	-	-	8,307,229
Short-term reserves	69,913	-	-	69,913
International equity (stocks)	<u>6,749,019</u>	<u>-</u>	<u>-</u>	<u>6,749,019</u>
Total	<u>\$114,472,674</u>	<u>\$ -</u>	<u>\$ -</u>	<u>114,472,674</u>
Investments measured at NAV				<u>9,205,494</u>
Total investments				<u><u>\$123,678,168</u></u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

A summary of the Plan's investments measured at fair value on a recurring basis, set forth by level within the fair value hierarchy, as of December 31, 2020, is as follows:

	Fair Value Measurements Using			Total
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Mutual funds:*				
Domestic equity (stocks)	\$ 42,675,162	\$ -	\$ -	\$ 42,675,162
Balanced (stocks and bonds)	44,961,166	-	-	44,961,166
Bonds	8,881,946	-	-	8,881,946
Short-term reserves	61,545	-	-	61,545
International equity (stocks)	5,838,266	-	-	5,838,266
Total	<u>\$102,418,085</u>	<u>\$ -</u>	<u>\$ -</u>	<u>102,418,085</u>
Investments measured at NAV				<u>9,349,537</u>
Total investments				<u>\$111,767,622</u>

* Investments do not have redemption or other restrictions. During the year, there were no significant transfers in or out of Levels 1, 2, or 3.

6. NAV PER SHARE

The Plan's investments in the stable value fund are measured at fair value utilizing NAV as a practical expedient, as further described in Note 5, Fair Value Measurements. Participant transactions (purchases and sales) may occur daily. The investments in the stable value fund can be redeemed on a daily basis without restriction and are not subject to redemption notification provisions. There were no unfunded commitments related to the stable value fund as of December 31, 2021 and 2020.

7. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Vanguard. Vanguard is the trustee of the Plan, and therefore, these transactions qualify as exempt party-in-interest transactions. The Plan also allows participants to take loans against their account balances, which also qualify as exempt party-in-interest transactions.

8. FEDERAL INCOME TAX STATUS

The Plan uses a prototype plan document sponsored by Vanguard. Vanguard received an opinion letter from the Internal Revenue Service (IRS), dated May 28, 2014, which states that the prototype document satisfies the applicable provisions of the IRC. The Plan itself has not received a determination letter from the IRS. However, the Plan's management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Management will take all actions necessary to maintain the Plan's qualified status. Therefore, no provision for income tax has been included in the Plan's financial statements.

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SUPPLEMENTAL SCHEDULE

TURCK INC. EMPLOYEE SAVINGS AND PROFIT SHARING PLAN

Employer ID No.: 41-1263309

Plan No.: 001

FORM 5500, SCHEDULE H, PART IV, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR AS OF DECEMBER 31, 2021)

Identity of Issuer	Description of Investment	Current Value
Amana Income Fund	Registered Investment Company	\$ 616,307
American Funds Euro Pacific Growth Fund	Registered Investment Company	3,315,144
Calvert Balanced Fund	Registered Investment Company	184,892
Delaware Small Cap Value Fund	Registered Investment Company	951,139
JP Morgan Mid-Cap Value Fund	Registered Investment Company	1,410,013
MassMutual Select Mid Cap Growth Equity Fund	Registered Investment Company	480,307
PGIM Total Return Bond Fund	Registered Investment Company	1,285,715
T. Rowe Price QM US Small Cap Growth Equity Fund	Registered Investment Company	1,303,033
TRP Growth Stock Fund	Registered Investment Company	9,781,536
* Vanguard Institutional Index Fund	Registered Investment Company	13,791,547
* Vanguard Mid-Cap Index Fund Institutional Shares	Registered Investment Company	14,458,442
* Vanguard Small-Cap Index Fund Admiral Shares	Registered Investment Company	4,398,477
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	579,870
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	3,536,742
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	6,684,261
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	5,339,347
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	10,309,032
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	5,144,543
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	8,328,821
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	3,544,607
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	2,451,851
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	661,183
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	41,364
* Vanguard Target Retirement Income Fund	Registered Investment Company	1,636,605
* Vanguard Total Bond Market Index Fund Admiral Shares	Registered Investment Company	7,021,515
* Vanguard Total International Stock Index Fund	Registered Investment Company	3,433,876
Vanguard Treasury Money Market Fund	Registered Investment Company	69,913
* Vanguard Windsor II Fund Admiral Shares	Registered Investment Company	<u>3,712,592</u>
Total mutual funds		114,472,674
* Vanguard Retirement Savings Trust	Stable Value Fund	9,205,494
	Maturity dates range from December 27, 2022, to August 1, 2049, and interest rates range from 4.25% to 9.5%**	
* Notes receivable from participants		<u>1,933,774</u>
TOTAL		<u><u>125,611,942</u></u>

* Denotes party in interest.

Cost information is not required for participant-directed investments, and therefore, is not included.

** There were no deemed distributions in 2021.

See accompanying independent auditors' report.