

<p style="text-align: center;">Form 5500</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="text-align: center; font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="text-align: center; font-size: large;">2022</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection</p>
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A	This return/report is for: <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
	<input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B	This return/report is: <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report
	<input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. <input type="checkbox"/>
D	Check box if filing under: <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program
	<input type="checkbox"/> special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. <input type="checkbox"/>

Part II	Basic Plan Information —enter all requested information
1a Name of plan <u>PRIDE MANUFACTURING COMPANY, LLC 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶ <u>005</u>
	1c Effective date of plan <u>01/01/1998</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>PRIDE MANUFACTURING COMPANY, LLC</u> <u>10 NORTH MAIN STREET</u> <u>BURNHAM, ME 04922</u>	2b Employer Identification Number (EIN) <u>39-2019413</u>
	2c Plan Sponsor's telephone number <u>207-487-3322</u>
	2d Business code (see instructions) <u>321900</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.	<u>07/31/2023</u>	<u>BARRY THOMPSON</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		4b EIN
a Sponsor's name		4d PN
c Plan Name		
5 Total number of participants at the beginning of the plan year	5	408
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).		
6a(1) Total number of active participants at the beginning of the plan year	6a(1)	335
6a(2) Total number of active participants at the end of the plan year	6a(2)	305
b Retired or separated participants receiving benefits	6b	1
c Other retired or separated participants entitled to future benefits.....	6c	115
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	421
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	2
f Total. Add lines 6d and 6e	6f	423
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	6g	380
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	88
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: 2F 2G 2J 2K 2E 2S 2T 3H 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)		9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance	
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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		b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)	
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> 0 A (Insurance Information)	
	(4) <input checked="" type="checkbox"/> C (Service Provider Information)	
	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	
	(6) <input type="checkbox"/> 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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan <u>PRIDE MANUFACTURING COMPANY, LLC 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>PRIDE MANUFACTURING COMPANY, LLC</u>	D Employer Identification Number (EIN) <u>39-2019413</u>	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

04-2647786

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

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

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	5336	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	4531	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
CRLN E MID CAP GR A - U.S. BANK N. 31-0841368	0.50%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
GLENMEDE SMCP EQ ADV - STATE STREE 04-0025081	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
MFS VALUE R3 - MFS SERVICE CENTER 04-2865649	0.50%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
PIMCO TOT RETURN ADM - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan PRIDE MANUFACTURING COMPANY, LLC 401(K) PLAN	B Three-digit plan number (PN) ▶	005
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 PRIDE MANUFACTURING COMPANY, LLC	D Employer Identification Number (EIN) 39-2019413	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 1		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-024	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1873634
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan PRIDE MANUFACTURING COMPANY, LLC 401(K) PLAN	B Three-digit plan number (PN) ► 005
C Plan sponsor's name as shown on line 2a of Form 5500 PRIDE MANUFACTURING COMPANY, LLC	D Employer Identification Number (EIN) 39-2019413

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 0	0
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions.....	1b(1) 0	0
(2) Participant contributions.....	1b(2) 0	0
(3) Other.....	1b(3) 0	0
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1) 0	0
(2) U.S. Government securities.....	1c(2) 0	0
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred.....	1c(3)(A) 0	0
(B) All other.....	1c(3)(B) 0	0
(4) Corporate stocks (other than employer securities):		
(A) Preferred.....	1c(4)(A) 0	0
(B) Common.....	1c(4)(B) 0	0
(5) Partnership/joint venture interests.....	1c(5) 0	0
(6) Real estate (other than employer real property).....	1c(6) 0	0
(7) Loans (other than to participants).....	1c(7) 0	0
(8) Participant loans.....	1c(8) 505047	472813
(9) Value of interest in common/collective trusts.....	1c(9) 1647140	1873634
(10) Value of interest in pooled separate accounts.....	1c(10) 0	0
(11) Value of interest in master trust investment accounts.....	1c(11) 0	0
(12) Value of interest in 103-12 investment entities.....	1c(12) 0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13) 21119414	19205732
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14) 0	0
(15) Other.....	1c(15) 0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	23271601	21552179
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
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	23271601	21552179

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	466580	
(B) Participants.....	2a(1)(B)	1330548	
(C) Others (including rollovers).....	2a(1)(C)	993670	
(2) Noncash contributions.....	2a(2)	0	2790798
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	23447	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		23447
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	1139629
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1139629	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-131152
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-5903350
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		-2080628
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2247158	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2247158
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	5336	
(4) Other	2i(4)	4531	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		9867
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2257025
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-4337653
l Transfers of assets:			
(1) To this plan	2l(1)		2618231
(2) From this plan.....	2l(2)		0

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: **BAKER NEWMAN & NOYES LLC**

(2) EIN: **01-0494526**

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?.....	4e	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?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.).....	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m	X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n	X		

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... Yes 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2022 This Form is Open to Public Inspection.
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan <u>PRIDE MANUFACTURING COMPANY, LLC 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>PRIDE MANUFACTURING COMPANY, LLC</u>	D Employer Identification Number (EIN) <u>39-2019413</u>	

Part I	Distributions
---------------	----------------------

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

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

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 04-6568107

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

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

3	
---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	6a	
b Enter the amount contributed by the employer to the plan for this plan year.....	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---------------------------------------------------------------------------------------------------------------------------------------------------

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... Yes No

11 a Does the ESOP hold any preferred stock?..... Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> 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

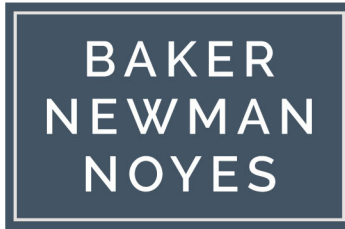
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

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 _____



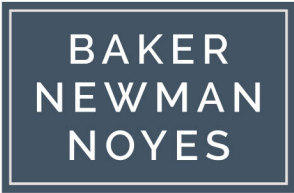
Pride Manufacturing Company, LLC **401(k) Plan**

Financial Statements and Schedule

Years Ended December 31, 2022 and 2021
With Independent Auditors' Report

Baker Newman & Noyes LLC
MAINE | MASSACHUSETTS | NEW HAMPSHIRE
800.244.7444 | www.bnn CPA.com





INDEPENDENT AUDITORS' REPORT

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

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

We have performed audits of the financial statements of Pride Manufacturing Company, LLC 401(k) Plan (the Plan), an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. 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 within one year after the date that the financial statements are issued or available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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 assets (held at end of year) as of December 31, 2022, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL'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 DOL'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, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

- 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).

Baker Newton & Noyes LLC

Portland, Maine
July 27, 2023

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets:		
Investments at fair value:		
Mutual funds	\$19,205,732	\$21,119,413
Common collective trust fund	<u>2,009,270</u>	<u>1,632,611</u>
	21,215,002	22,752,024
Receivables:		
Participant notes receivable	<u>472,813</u>	<u>505,047</u>
Total assets	21,687,815	23,257,071
Liabilities:		
Excess contributions payable	<u>10,396</u>	<u>—</u>
Net assets available for benefits	<u>\$21,677,419</u>	<u>\$23,257,071</u>

See accompanying notes.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years Ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Changes to net assets attributed to:		
Investment income:		
Net (depreciation) appreciation in fair value of investments	\$ (5,903,350)	\$ 1,556,415
Interest and dividends on investments	<u>1,158,643</u>	<u>1,653,181</u>
	(4,744,707)	3,209,596
Interest on participant loans	23,447	29,535
Contributions:		
Employer	466,580	368,222
Participants	1,320,152	1,090,259
Rollovers	<u>993,670</u>	<u>103,000</u>
	<u>2,780,402</u>	<u>1,561,481</u>
Total changes	(1,940,858)	4,800,612
Deductions from net assets attributed to:		
Benefits paid to participants	2,247,158	1,707,352
Administrative expenses	<u>9,867</u>	<u>4,236</u>
Total deductions	<u>2,257,025</u>	<u>1,711,588</u>
Net (decrease) increase	(4,197,883)	3,089,024
Transfer in from other plan	2,618,231	42,396
Net assets available for benefits, beginning of year	<u>23,257,071</u>	<u>20,125,651</u>
Net assets available for benefits, end of year	<u>\$21,677,419</u>	<u>\$23,257,071</u>

See accompanying notes.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. Plan Description

The following description of the Pride Manufacturing Company 401(k) Plan (the Plan) provides only general information. Reference should be made to the Plan document and adoption agreement for a more complete description of the Plan's provisions.

The Plan was established to provide eligible employees of Pride Manufacturing Company, LLC (the Company) the opportunity to participate in a tax-deferred savings plan.

On April 22, 2021, the Company acquired GCI Outdoor, Inc. The Plan was amended effective July 30, 2021 to allow predecessor employer service to count toward eligibility for former GCI Outdoor, Inc. employees. The Plan was also amended effective May 10, 2022 to merge the GCI Outdoor, Inc. 401(k) P/S Plan into the Pride Manufacturing Company, LLC 401(k) Plan. See note 9.

On July 15, 2021, the Company acquired Argon Technologies d/b/a Klymit. The Plan was amended effective January 1, 2023 to allow predecessor employer service to count toward eligibility for former Klymit employees.

The Company acquired Rightline Gear, LLC on October 15, 2021 and Cascadia Vehicle Tents, LLC on January 14, 2022. Effective July 3, 2023, the Rightline Gear LLC 401 (k) Profit Sharing Plan, The Helpside Inc. 401 (k) Plan - Argon Technologies and TriNet 401(k) Plan - Cascadia Vehicle Tents, LLC were merged into the Pride Manufacturing Company, LLC 401 (k) Plan.

General

The Plan is a defined contribution profit sharing plan. All employees are eligible for participation in the Plan upon completion of two months of service. The plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA).

Employees of the Company who do not affirmatively elect otherwise are automatically enrolled in the Plan. Eligible employees will be enrolled in the Plan at a 3% deferral rate, upon completion of two months of service. Participants' deferral rates will be increased by 1% annually to a maximum of 6%. Employees can elect not to participate in the Plan or change their deferral rate as of the first day of each month.

Contributions

Participants may elect to defer up to 60% of compensation to their accounts. For the 2022 and 2021 plan years, the deferral was generally limited to \$20,500 and \$19,500, respectively. In addition, participants who attain the age of 50 may make additional contributions, up to \$6,500 for 2022 and 2021.

The Plan provides for matching contributions by the employer equal to 50% of each participant's elective deferral up to 6% of eligible compensation contributed to the Plan. The Company may also elect to make a discretionary profit sharing contribution on behalf of eligible participants for the plan year. The Company did not make a profit sharing contribution for 2022 and 2021.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. Plan Description (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution and employer matching contribution and allocation of Plan earnings. Participants can direct their contributions and employer matching contributions into any of the investment options offered by the Plan. Forfeitures of terminated participants' nonvested accounts are used to reduce future employer contributions and to pay administrative expenses of the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

At December 31, 2022 and 2021 there was \$42,924 and \$22,045, respectively, of unallocated forfeitures remaining in the Plan. The Plan used approximately \$27,000 and \$34,000 of unallocated forfeitures to reduce the employer matching contribution for the years ended December 31, 2022 and 2021, respectively.

Vesting

Participants shall be fully vested in their contribution accounts at all times. Participants shall vest in employer matching contributions and any discretionary contributions based upon the elapsed time method. Hours under this method are not counted but rather periods of service are computed. Service with the Company will be included to determine the number of years of service for vesting purposes. Upon death or disability, a participant will obtain 100% vesting in their account balance.

The Company's matching and discretionary profit sharing contributions plus earnings thereon vest according to the following schedule:

<u>Years of Service</u>	<u>Vested Percentage of Company Contributions</u>
Less than one year	0%
One year	20
Two years	40
Three years	60
Four years	80
Five years	100

For participants who merged into the Plan from the GCI Outdoor, Inc. 401(k) P/S Plan, employer matching and discretionary contributions vest fully after three years of service. These participants become 20% vested after one year of service and 40% after two years of service.

Distributions

Participants are entitled to a distribution of their vested benefits at retirement age (the later of age 59½ or the fifth anniversary of the participant's employment commencement date) or upon separation from service. Participants may elect a lump sum payment or an annuity.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. **Plan Description (Continued)**

Vested account balances greater than \$1,000 and up to \$5,000 may be automatically distributed to an IRA on the participants' behalf upon termination of employment unless the participant elects a direct distribution to an eligible retirement plan. Vested account balances of \$1,000 or less may be automatically distributed to the participant in a lump-sum on the participants' behalf upon termination of employment.

Participant Notes Receivable

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms generally range from 1 to 5 years, with longer terms allowed for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan administrator. During 2022, the interest rate for new loans was approximately the prime interest rate plus 1% (between 4.25% and 7.25%), except for loans used to purchase a primary residence, which bear interest at the prime interest rate less 1%. The interest rate on all participant notes receivable outstanding at December 31, 2022 ranged from 4.25% to 7.25% with maturities through March 2031. Principal and interest are paid ratably through payroll deductions.

Administrative Costs

The Company pays certain administrative costs on behalf of the Plan. Certain fees incurred by the Plan for investment management services are included in investment income as they are paid through revenue sharing rather than direct payment.

2. **Summary of Significant Accounting Policies**

Basis of Accounting

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

Management Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Valuation of Investments and Income Recognition

Investments are reported at fair value by Fidelity Management Trust Company. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See note 6 for additional discussion of fair value measurements.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

2. Summary of Significant Accounting Policies (Continued)

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

Participant Notes Receivable

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Contributions

Contributions from employees and matching employer contributions are recorded during the period in which payroll deductions are made. Profit sharing contributions are recorded in the period in which they are declared.

Accounting for Uncertainty in Income Taxes

Management evaluated the Plan's tax positions and concluded that the Plan has maintained its tax exempt status and has taken no uncertain tax positions that require adjustment to or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the Plan is no longer subject to income tax examinations by the U.S. federal, state, or local tax authorities for years before 2019.

Risks and Uncertainties

The Plan provides for various investment options which in turn invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemics or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Subsequent Events

For the purpose of recognition or disclosure in these financial statements, management of the Company has evaluated subsequent events through July 27, 2023, which is the date the financial statements were available to be issued.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

3. Tax Status

A qualifying plan is one for which the employer may currently deduct contributions on its income tax return, the employee is not currently taxed on contributions, and the plan income is not taxable.

The Plan is a nonstandardized prototype plan sponsored by Fidelity Management & Research Co. The Internal Revenue Service (IRS) issued an opinion letter for the nonstandardized prototype plan on June 30, 2020 stating that the prototype plan is acceptable under Section 401(a) of the Internal Revenue Code (the Code).

The Plan has been amended since the opinion letter was issued by the IRS. The Plan administrator believes that the Plan is currently being operated in compliance with the terms of the Plan and the Code and remains qualified under the Code and applicable regulations.

4. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their account balances.

5. Investments and Information Certified by the Trustee

The Plan Administrator has elected the method of compliance as permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing with respect to the information certified by Fidelity Management Trust Company (Fidelity), the trustee, except for comparing such information with the related information included in the Plan's financial statements and supplemental schedule. Fidelity has certified the Plan's investments, investment transactions and investment income as well as participant notes receivable and the related income and transactions as of December 31, 2022 and 2021 and for the years then ended as complete and accurate. The Plan Administrator had determined that Fidelity meets the requirements of a qualified institution as defined by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

During 2022 and 2021, the Plan held an interest in the Fidelity Managed Income Portfolio fund. This fund is a common collective trust fund. The Fund's investment objective is to seek the preservation of capital and to provide a competitive level of income over time that is consistent with the preservation of capital. To achieve its investment objective, the Portfolio invests in assets (typically fixed-income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements), enters into "wrap" contracts issued by third parties, and invests in cash equivalents represented by shares in money market funds. The Fund seeks to minimize the exposure of the Portfolio to wrap credit risk through, among other means, diversification of the wrap contracts across an approved group of issuers. The Portfolio's ability to receive amounts due pursuant to these contracts is dependent upon the issuers' ability to meet their financial obligations. It is the policy of the Portfolio to use its best efforts to maintain a stable net asset value (NAV) of \$1.00 per unit, although there is no guarantee that the Fund will be able to maintain this value.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

5. **Investments and Information Certified by the Trustee (Continued)**

Additional information about the common collective trust fund may be found in the fund's separate financial statements.

6. **Fair Value Measurements**

Accounting standards define fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). For disclosures, a fair value hierarchy prioritizes the input to valuation techniques used to measure fair value into three levels:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds – Valued based upon quoted market prices, which represent the net asset values of shares held by the Plan.

Common Collective Trust Fund – The units of the fund are valued using the NAV practical expedient as determined by the issuer based on the fair value of underlying assets. Participants can redeem and trade in this fund daily. There are no redemption restrictions or unfunded commitments.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

6. Fair Value Measurements (Continued)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<u>2022</u>				
Mutual funds	\$ <u>19,205,732</u>	\$ <u>—</u>	\$ <u>—</u>	\$19,205,732
Investments measured at net asset value ^(a)				
Common collective trust fund				<u>2,009,270</u>
Total investments				<u>\$21,215,002</u>
<u>2021</u>				
Mutual funds	\$ <u>21,119,413</u>	\$ <u>—</u>	\$ <u>—</u>	\$21,119,413
Investments measured at net asset value ^(a)				
Common collective trust fund				<u>1,632,611</u>
Total investments				<u>\$22,752,024</u>

^(a) In accordance with Accounting Standards Codification Topic 820, *Fair Value Measurement*, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

7. Party-in-Interest Transactions

The Plan's investments are managed by Fidelity Investments. Fidelity Management Trust Company and Fidelity Investment Institutional Operations Company, Inc., which are part of the Fidelity Investments organization, serve as the Plan's trustee and recordkeeper, respectively. Therefore, transactions involving the Plan's investments qualify as party-in-interest transactions; however, they are exempt from prohibited transaction rules under ERISA. Administrative fees paid by the Plan to Fidelity totaled \$4,531 and \$4,236 for the years ended December 31, 2022 and 2021, respectively. In addition, loans to participants qualify as party-in-interest transactions.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

8. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of the significant differences between the financial statements and the Form 5500 as of and for the year ended December 31, 2022:

Net assets available for benefits per the financial statements	\$21,677,419
Valuation of common collective trust fund	(135,636)
Excess contributions payable	<u>10,396</u>
Net assets per Form 5500	<u>\$21,552,179</u>
Net decrease in net assets available for benefits per financial statements	\$ (4,197,883)
Change in excess contributions payable	10,396
Change in adjustment for common collective trust fund	<u>(150,166)</u>
Net loss per Form 5500	<u>\$ (4,337,653)</u>

The following is a reconciliation of the significant differences between the financial statements and the Form 5500 as of and for the year ended December 31, 2021:

Net assets available for benefits per the financial statements	\$23,257,071
Valuation of common collective trust fund	<u>14,530</u>
Net assets per Form 5500	<u>\$23,271,601</u>
Net increase in net assets available for benefits per financial statements	\$ 3,089,024
Change in excess contributions payable	(5,357)
Change in adjustment for common collective trust fund	<u>(64,293)</u>
Net income per Form 5500	<u>\$ 3,019,374</u>

Participant notes receivable are reflected as receivables on the financial statements which is different from the Form 5500 presentation. On Form 5500, participant notes receivable are classified as investments.

9. Net Assets Transferred in From the GCI Outdoor, Inc. 401(k) P/S Plan

The Board of Directors of Gathr Outdoors, formerly the MacNeill Pride Group Corporation, the Plan's Sponsor, elected to merge the GCI Outdoors, Inc. 401(k) P/S Plan into the Pride Manufacturing Company 401(k) Plan effective May 10, 2022. Plan assets of approximately \$2,618,000 consisting of participant investments in mutual funds were transferred to the Pride Manufacturing Company 401(k) Plan on June 10, 2022. Prior to the effective date of the merger, plan assets of approximately \$42,000, consisting of participant notes receivable balances, were transferred to the Pride Manufacturing Company 401(k) Plan on September 30, 2021.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

EIN #39-2019413

Plan #005

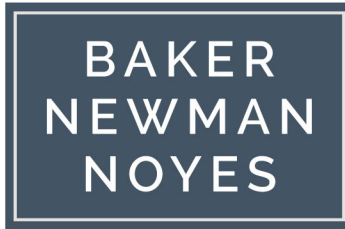
December 31, 2022

(a)	(b) Identity of Issue, Borrower, <u>Lessor or Similar Party</u>	(c) Description of Investment, Including Maturity Date, Rate of Interest, <u>Collateral, Par or Maturity Value</u>	(d) <u>Cost</u> ⁽¹⁾	(e) <u>Current Value</u>
	PIMCO	Total Return Fund	\$ -	\$ 108,800
*	Fidelity Investments	Puritan Fund	-	481,412
*	Fidelity Investments	Contra Fund	-	974,450
*	Fidelity Investments	Investment Grade Bond Fund	-	347,647
*	Fidelity Investments	Blue Chip Growth Fund	-	3,152,612
*	Fidelity Investments	Low Priced Stock Fund	-	681,802
*	Fidelity Investments	Freedom Income Fund	-	209,507
*	Fidelity Investments	Freedom 2005 Fund	-	9,903
*	Fidelity Investments	Freedom 2010 Fund	-	106,365
*	Fidelity Investments	Freedom 2015 Fund	-	276,880
*	Fidelity Investments	Freedom 2020 Fund	-	337,697
*	Fidelity Investments	Freedom 2025 Fund	-	1,249,640
*	Fidelity Investments	Freedom 2030 Fund	-	1,605,437
*	Fidelity Investments	Freedom 2035 Fund	-	763,479
*	Fidelity Investments	Freedom 2040 Fund	-	532,199
*	Fidelity Investments	Freedom 2045 Fund	-	794,701
*	Fidelity Investments	Freedom 2050 Fund	-	630,259
*	Fidelity Investments	Freedom 2055 Fund	-	395,828
*	Fidelity Investments	Freedom 2060 Fund	-	111,873
*	Fidelity Investments	Freedom 2065 Fund	-	58,767
*	Fidelity Investments	Managed Income Portfolio (Common Collective Trust Fund)	-	2,009,270
*	Fidelity Investments	Diversified International Fund	-	162,028
*	Fidelity Investments	500 Index Adv Premium Class	-	2,229,432
*	Fidelity Investments	US Bond Index Fund	-	271,344
*	Fidelity Investments	Extended Market Index Fund	-	452,363
*	Fidelity Investments	International Index Fund	-	451,127
	Carillon Eagle	Carillon Eagle Mid Cap Growth Fund	-	354,151
	Glenmede	Small Cap Value Adv	-	350,929
	MFS	Value R3	-	1,127,822
	Janus Henderson	Janus Henderson Growth and Income Fund Class N	-	559,370
	American Century	American Century Mid Cap Value Fund R6 Class	-	417,908
*	Participant Notes Receivable	Interest at 4.25% – 7.25%	-	<u>472,813</u>
				<u>\$ 21,687,815</u>

* Denotes party-in-interest

(1) All participant-directed funds; therefore, cost information may be omitted.

The above information has been certified by Fidelity Management Trust Company, the trustee, as complete and accurate.



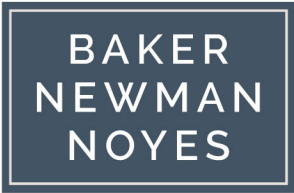
Pride Manufacturing Company, LLC **401(k) Plan**

Financial Statements and Schedule

Years Ended December 31, 2022 and 2021
With Independent Auditors' Report

Baker Newman & Noyes LLC
MAINE | MASSACHUSETTS | NEW HAMPSHIRE
800.244.7444 | www.bnn CPA.com





INDEPENDENT AUDITORS' REPORT

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

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

We have performed audits of the financial statements of Pride Manufacturing Company, LLC 401(k) Plan (the Plan), an employee benefit plan subject to the *Employee Retirement Income Security Act of 1974* (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. 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 within one year after the date that the financial statements are issued or available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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 assets (held at end of year) as of December 31, 2022, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL'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 DOL'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, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Trustees
Pride Manufacturing Company, LLC 401(k) Plan

- 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).

Baker Newton & Noyes LLC

Portland, Maine
July 27, 2023

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets:		
Investments at fair value:		
Mutual funds	\$19,205,732	\$21,119,413
Common collective trust fund	<u>2,009,270</u>	<u>1,632,611</u>
	21,215,002	22,752,024
Receivables:		
Participant notes receivable	<u>472,813</u>	<u>505,047</u>
Total assets	21,687,815	23,257,071
Liabilities:		
Excess contributions payable	<u>10,396</u>	<u>—</u>
Net assets available for benefits	<u>\$21,677,419</u>	<u>\$23,257,071</u>

See accompanying notes.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years Ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Changes to net assets attributed to:		
Investment income:		
Net (depreciation) appreciation in fair value of investments	\$ (5,903,350)	\$ 1,556,415
Interest and dividends on investments	<u>1,158,643</u>	<u>1,653,181</u>
	(4,744,707)	3,209,596
Interest on participant loans	23,447	29,535
Contributions:		
Employer	466,580	368,222
Participants	1,320,152	1,090,259
Rollovers	<u>993,670</u>	<u>103,000</u>
	<u>2,780,402</u>	<u>1,561,481</u>
Total changes	(1,940,858)	4,800,612
Deductions from net assets attributed to:		
Benefits paid to participants	2,247,158	1,707,352
Administrative expenses	<u>9,867</u>	<u>4,236</u>
Total deductions	<u>2,257,025</u>	<u>1,711,588</u>
Net (decrease) increase	(4,197,883)	3,089,024
Transfer in from other plan	2,618,231	42,396
Net assets available for benefits, beginning of year	<u>23,257,071</u>	<u>20,125,651</u>
Net assets available for benefits, end of year	<u>\$21,677,419</u>	<u>\$23,257,071</u>

See accompanying notes.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. Plan Description

The following description of the Pride Manufacturing Company 401(k) Plan (the Plan) provides only general information. Reference should be made to the Plan document and adoption agreement for a more complete description of the Plan's provisions.

The Plan was established to provide eligible employees of Pride Manufacturing Company, LLC (the Company) the opportunity to participate in a tax-deferred savings plan.

On April 22, 2021, the Company acquired GCI Outdoor, Inc. The Plan was amended effective July 30, 2021 to allow predecessor employer service to count toward eligibility for former GCI Outdoor, Inc. employees. The Plan was also amended effective May 10, 2022 to merge the GCI Outdoor, Inc. 401(k) P/S Plan into the Pride Manufacturing Company, LLC 401(k) Plan. See note 9.

On July 15, 2021, the Company acquired Argon Technologies d/b/a Klymit. The Plan was amended effective January 1, 2023 to allow predecessor employer service to count toward eligibility for former Klymit employees.

The Company acquired Rightline Gear, LLC on October 15, 2021 and Cascadia Vehicle Tents, LLC on January 14, 2022. Effective July 3, 2023, the Rightline Gear LLC 401 (k) Profit Sharing Plan, The Helpside Inc. 401 (k) Plan - Argon Technologies and TriNet 401(k) Plan - Cascadia Vehicle Tents, LLC were merged into the Pride Manufacturing Company, LLC 401 (k) Plan.

General

The Plan is a defined contribution profit sharing plan. All employees are eligible for participation in the Plan upon completion of two months of service. The plan is subject to the provisions of the *Employee Retirement Income Security Act of 1974* (ERISA).

Employees of the Company who do not affirmatively elect otherwise are automatically enrolled in the Plan. Eligible employees will be enrolled in the Plan at a 3% deferral rate, upon completion of two months of service. Participants' deferral rates will be increased by 1% annually to a maximum of 6%. Employees can elect not to participate in the Plan or change their deferral rate as of the first day of each month.

Contributions

Participants may elect to defer up to 60% of compensation to their accounts. For the 2022 and 2021 plan years, the deferral was generally limited to \$20,500 and \$19,500, respectively. In addition, participants who attain the age of 50 may make additional contributions, up to \$6,500 for 2022 and 2021.

The Plan provides for matching contributions by the employer equal to 50% of each participant's elective deferral up to 6% of eligible compensation contributed to the Plan. The Company may also elect to make a discretionary profit sharing contribution on behalf of eligible participants for the plan year. The Company did not make a profit sharing contribution for 2022 and 2021.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. Plan Description (Continued)

Participant Accounts

Each participant's account is credited with the participant's contribution and employer matching contribution and allocation of Plan earnings. Participants can direct their contributions and employer matching contributions into any of the investment options offered by the Plan. Forfeitures of terminated participants' nonvested accounts are used to reduce future employer contributions and to pay administrative expenses of the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

At December 31, 2022 and 2021 there was \$42,924 and \$22,045, respectively, of unallocated forfeitures remaining in the Plan. The Plan used approximately \$27,000 and \$34,000 of unallocated forfeitures to reduce the employer matching contribution for the years ended December 31, 2022 and 2021, respectively.

Vesting

Participants shall be fully vested in their contribution accounts at all times. Participants shall vest in employer matching contributions and any discretionary contributions based upon the elapsed time method. Hours under this method are not counted but rather periods of service are computed. Service with the Company will be included to determine the number of years of service for vesting purposes. Upon death or disability, a participant will obtain 100% vesting in their account balance.

The Company's matching and discretionary profit sharing contributions plus earnings thereon vest according to the following schedule:

<u>Years of Service</u>	<u>Vested Percentage of Company Contributions</u>
Less than one year	0%
One year	20
Two years	40
Three years	60
Four years	80
Five years	100

For participants who merged into the Plan from the GCI Outdoor, Inc. 401(k) P/S Plan, employer matching and discretionary contributions vest fully after three years of service. These participants become 20% vested after one year of service and 40% after two years of service.

Distributions

Participants are entitled to a distribution of their vested benefits at retirement age (the later of age 59½ or the fifth anniversary of the participant's employment commencement date) or upon separation from service. Participants may elect a lump sum payment or an annuity.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

1. **Plan Description (Continued)**

Vested account balances greater than \$1,000 and up to \$5,000 may be automatically distributed to an IRA on the participants' behalf upon termination of employment unless the participant elects a direct distribution to an eligible retirement plan. Vested account balances of \$1,000 or less may be automatically distributed to the participant in a lump-sum on the participants' behalf upon termination of employment.

Participant Notes Receivable

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms generally range from 1 to 5 years, with longer terms allowed for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan administrator. During 2022, the interest rate for new loans was approximately the prime interest rate plus 1% (between 4.25% and 7.25%), except for loans used to purchase a primary residence, which bear interest at the prime interest rate less 1%. The interest rate on all participant notes receivable outstanding at December 31, 2022 ranged from 4.25% to 7.25% with maturities through March 2031. Principal and interest are paid ratably through payroll deductions.

Administrative Costs

The Company pays certain administrative costs on behalf of the Plan. Certain fees incurred by the Plan for investment management services are included in investment income as they are paid through revenue sharing rather than direct payment.

2. **Summary of Significant Accounting Policies**

Basis of Accounting

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

Management Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Valuation of Investments and Income Recognition

Investments are reported at fair value by Fidelity Management Trust Company. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See note 6 for additional discussion of fair value measurements.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

2. Summary of Significant Accounting Policies (Continued)

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

Participant Notes Receivable

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Contributions

Contributions from employees and matching employer contributions are recorded during the period in which payroll deductions are made. Profit sharing contributions are recorded in the period in which they are declared.

Accounting for Uncertainty in Income Taxes

Management evaluated the Plan's tax positions and concluded that the Plan has maintained its tax exempt status and has taken no uncertain tax positions that require adjustment to or disclosure in the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the Plan is no longer subject to income tax examinations by the U.S. federal, state, or local tax authorities for years before 2019.

Risks and Uncertainties

The Plan provides for various investment options which in turn invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemics or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Subsequent Events

For the purpose of recognition or disclosure in these financial statements, management of the Company has evaluated subsequent events through July 27, 2023, which is the date the financial statements were available to be issued.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

3. **Tax Status**

A qualifying plan is one for which the employer may currently deduct contributions on its income tax return, the employee is not currently taxed on contributions, and the plan income is not taxable.

The Plan is a nonstandardized prototype plan sponsored by Fidelity Management & Research Co. The Internal Revenue Service (IRS) issued an opinion letter for the nonstandardized prototype plan on June 30, 2020 stating that the prototype plan is acceptable under Section 401(a) of the Internal Revenue Code (the Code).

The Plan has been amended since the opinion letter was issued by the IRS. The Plan administrator believes that the Plan is currently being operated in compliance with the terms of the Plan and the Code and remains qualified under the Code and applicable regulations.

4. **Plan Termination**

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their account balances.

5. **Investments and Information Certified by the Trustee**

The Plan Administrator has elected the method of compliance as permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing with respect to the information certified by Fidelity Management Trust Company (Fidelity), the trustee, except for comparing such information with the related information included in the Plan's financial statements and supplemental schedule. Fidelity has certified the Plan's investments, investment transactions and investment income as well as participant notes receivable and the related income and transactions as of December 31, 2022 and 2021 and for the years then ended as complete and accurate. The Plan Administrator had determined that Fidelity meets the requirements of a qualified institution as defined by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

During 2022 and 2021, the Plan held an interest in the Fidelity Managed Income Portfolio fund. This fund is a common collective trust fund. The Fund's investment objective is to seek the preservation of capital and to provide a competitive level of income over time that is consistent with the preservation of capital. To achieve its investment objective, the Portfolio invests in assets (typically fixed-income securities or bond funds and may include derivative instruments such as futures contracts and swap agreements), enters into "wrap" contracts issued by third parties, and invests in cash equivalents represented by shares in money market funds. The Fund seeks to minimize the exposure of the Portfolio to wrap credit risk through, among other means, diversification of the wrap contracts across an approved group of issuers. The Portfolio's ability to receive amounts due pursuant to these contracts is dependent upon the issuers' ability to meet their financial obligations. It is the policy of the Portfolio to use its best efforts to maintain a stable net asset value (NAV) of \$1.00 per unit, although there is no guarantee that the Fund will be able to maintain this value.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

5. **Investments and Information Certified by the Trustee (Continued)**

Additional information about the common collective trust fund may be found in the fund's separate financial statements.

6. **Fair Value Measurements**

Accounting standards define fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). For disclosures, a fair value hierarchy prioritizes the input to valuation techniques used to measure fair value into three levels:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds – Valued based upon quoted market prices, which represent the net asset values of shares held by the Plan.

Common Collective Trust Fund – The units of the fund are valued using the NAV practical expedient as determined by the issuer based on the fair value of underlying assets. Participants can redeem and trade in this fund daily. There are no redemption restrictions or unfunded commitments.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

6. Fair Value Measurements (Continued)

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
<u>2022</u>				
Mutual funds	<u>\$19,205,732</u>	<u>\$ —</u>	<u>\$ —</u>	\$19,205,732
Investments measured at net asset value ^(a)				
Common collective trust fund				<u>2,009,270</u>
Total investments				<u>\$21,215,002</u>
<u>2021</u>				
Mutual funds	<u>\$21,119,413</u>	<u>\$ —</u>	<u>\$ —</u>	\$21,119,413
Investments measured at net asset value ^(a)				
Common collective trust fund				<u>1,632,611</u>
Total investments				<u>\$22,752,024</u>

^(a) In accordance with Accounting Standards Codification Topic 820, *Fair Value Measurement*, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

7. Party-in-Interest Transactions

The Plan's investments are managed by Fidelity Investments. Fidelity Management Trust Company and Fidelity Investment Institutional Operations Company, Inc., which are part of the Fidelity Investments organization, serve as the Plan's trustee and recordkeeper, respectively. Therefore, transactions involving the Plan's investments qualify as party-in-interest transactions; however, they are exempt from prohibited transaction rules under ERISA. Administrative fees paid by the Plan to Fidelity totaled \$4,531 and \$4,236 for the years ended December 31, 2022 and 2021, respectively. In addition, loans to participants qualify as party-in-interest transactions.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2022 and 2021

8. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of the significant differences between the financial statements and the Form 5500 as of and for the year ended December 31, 2022:

Net assets available for benefits per the financial statements	\$21,677,419
Valuation of common collective trust fund	(135,636)
Excess contributions payable	<u>10,396</u>
Net assets per Form 5500	<u>\$21,552,179</u>
Net decrease in net assets available for benefits per financial statements	\$ (4,197,883)
Change in excess contributions payable	10,396
Change in adjustment for common collective trust fund	<u>(150,166)</u>
Net loss per Form 5500	<u>\$ (4,337,653)</u>

The following is a reconciliation of the significant differences between the financial statements and the Form 5500 as of and for the year ended December 31, 2021:

Net assets available for benefits per the financial statements	\$23,257,071
Valuation of common collective trust fund	<u>14,530</u>
Net assets per Form 5500	<u>\$23,271,601</u>
Net increase in net assets available for benefits per financial statements	\$ 3,089,024
Change in excess contributions payable	(5,357)
Change in adjustment for common collective trust fund	<u>(64,293)</u>
Net income per Form 5500	<u>\$ 3,019,374</u>

Participant notes receivable are reflected as receivables on the financial statements which is different from the Form 5500 presentation. On Form 5500, participant notes receivable are classified as investments.

9. Net Assets Transferred in From the GCI Outdoor, Inc. 401(k) P/S Plan

The Board of Directors of Gathr Outdoors, formerly the MacNeill Pride Group Corporation, the Plan's Sponsor, elected to merge the GCI Outdoors, Inc. 401(k) P/S Plan into the Pride Manufacturing Company 401(k) Plan effective May 10, 2022. Plan assets of approximately \$2,618,000 consisting of participant investments in mutual funds were transferred to the Pride Manufacturing Company 401(k) Plan on June 10, 2022. Prior to the effective date of the merger, plan assets of approximately \$42,000, consisting of participant notes receivable balances, were transferred to the Pride Manufacturing Company 401(k) Plan on September 30, 2021.

PRIDE MANUFACTURING COMPANY, LLC 401(k) PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

EIN #39-2019413

Plan #005

December 31, 2022

(a)	(b) Identity of Issue, Borrower, <u>Lessor or Similar Party</u>	(c) Description of Investment, Including Maturity Date, Rate of Interest, <u>Collateral, Par or Maturity Value</u>	(d) <u>Cost</u> ⁽¹⁾	(e) <u>Current Value</u>
	PIMCO	Total Return Fund	\$ -	\$ 108,800
*	Fidelity Investments	Puritan Fund	-	481,412
*	Fidelity Investments	Contra Fund	-	974,450
*	Fidelity Investments	Investment Grade Bond Fund	-	347,647
*	Fidelity Investments	Blue Chip Growth Fund	-	3,152,612
*	Fidelity Investments	Low Priced Stock Fund	-	681,802
*	Fidelity Investments	Freedom Income Fund	-	209,507
*	Fidelity Investments	Freedom 2005 Fund	-	9,903
*	Fidelity Investments	Freedom 2010 Fund	-	106,365
*	Fidelity Investments	Freedom 2015 Fund	-	276,880
*	Fidelity Investments	Freedom 2020 Fund	-	337,697
*	Fidelity Investments	Freedom 2025 Fund	-	1,249,640
*	Fidelity Investments	Freedom 2030 Fund	-	1,605,437
*	Fidelity Investments	Freedom 2035 Fund	-	763,479
*	Fidelity Investments	Freedom 2040 Fund	-	532,199
*	Fidelity Investments	Freedom 2045 Fund	-	794,701
*	Fidelity Investments	Freedom 2050 Fund	-	630,259
*	Fidelity Investments	Freedom 2055 Fund	-	395,828
*	Fidelity Investments	Freedom 2060 Fund	-	111,873
*	Fidelity Investments	Freedom 2065 Fund	-	58,767
*	Fidelity Investments	Managed Income Portfolio (Common Collective Trust Fund)	-	2,009,270
*	Fidelity Investments	Diversified International Fund	-	162,028
*	Fidelity Investments	500 Index Adv Premium Class	-	2,229,432
*	Fidelity Investments	US Bond Index Fund	-	271,344
*	Fidelity Investments	Extended Market Index Fund	-	452,363
*	Fidelity Investments	International Index Fund	-	451,127
	Carillon Eagle	Carillon Eagle Mid Cap Growth Fund	-	354,151
	Glenmede	Small Cap Value Adv	-	350,929
	MFS	Value R3	-	1,127,822
	Janus Henderson	Janus Henderson Growth and Income Fund Class N	-	559,370
	American Century	American Century Mid Cap Value Fund R6 Class	-	417,908
*	Participant Notes Receivable	Interest at 4.25% – 7.25%	-	<u>472,813</u>
				<u>\$ 21,687,815</u>

* Denotes party-in-interest

(1) All participant-directed funds; therefore, cost information may be omitted.

The above information has been certified by Fidelity Management Trust Company, the trustee, as complete and accurate.