

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan NORITZ AMERICA RETIREMENT SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 06/01/2002
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) NORITZ AMERICA CORPORATION 11160 GRACE AVENUE FOUNTAIN VALLEY, CA 92708-5436
2b	Employer Identification Number (EIN) 01-0550443
2c	Plan Sponsor's telephone number 714-433-2905
2d	Business code (see instructions) 335200

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/02/2024	JAY HASSEL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 172
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 134 6a(2) 140 6b 0 6c 31 6d 171 6e 0 6f 171 6g(1) 119 6g(2) 103 6h 9
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:

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

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan NORITZ AMERICA RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NORITZ AMERICA CORPORATION	D Employer Identification Number (EIN) 01-0550443	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	1188	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

UNIONBANC INVESTMENT SERVICES LLC

PILAR LEMA
800 N BRAND BLVD FL 16
GLENDALE, CA 91203

(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?
55	ADVISOR	0	Yes ☒ No ☐	Yes ☐ No ☒	28495	Yes ☐ No ☒

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
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.
AB GLOBAL BOND A - ALLIANCEBERNSTEIN 18, RUE EUGNE RUPPERT LUXEMBOURG, LU L-245 LU	0.25%

(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.
AF BOND FD AMER R4 - AMERICAN FUND 95-2566717	0.10%

(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.
AS SPL MID CAP VAL A - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.30%

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.	
COL EMERGING MKTS A - COLUMBIA MGT 14785 PRESTON ROAD, SUITE 1000 DALLAS, TX 75254	0.25%	
(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.	
COL MID CAP IDX A - COLUMBIA MGT I PO BOX 219104 KANSAS CITY, MO 64121-9104	0.10%	
(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.	0.25%	
31-0841368		

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.	
HTFD INTL OPPS R4 - HARTFORD ADMIN 41-0679409	0.15%	
(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.	
J H TRITON S - JANUS HENDERSON SER 151 DETROIT STREET DENVER, CO 80206	0.25%	
(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.	
JPM EQUITY INCOME R3 - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.25%	

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.
JPM GOVT BOND R3 - DST ASSET MANAG 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
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 GROWTH R3 - MFS SERVICE CENTER 04-2865649	0.25%

(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 MOD ALLOC R3 - MFS SERVICE CEN 04-2865649	0.25%

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.	
PGIM HIGH YIELD A - PRUDENTIAL MUT 22-3703799	0.25%	
(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.	
PIM STKPLUS SM A - SS&C GLOBAL INV 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.20%	
(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.	
WA CORE BOND FI - FRANKLIN TEMPLET 94-3167260	0.15%	

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
UNIONBANC INVESTMENT SERVICES LLC	55	28495

(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.
NATIONAL FINANCIAL SERVICES LLC 04-3523567	

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2023 This Form is Open to Public Inspection.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan NORITZ AMERICA RETIREMENT SAVINGS PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NORITZ AMERICA CORPORATION				D Employer Identification Number (EIN) 01-0550443	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: FA STABLE VALUE II					
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY					
c EIN-PN 04-3022712-026		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 37090	
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)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan NORITZ AMERICA RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 NORITZ AMERICA CORPORATION	D Employer Identification Number (EIN) 01-0550443	

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	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)	121	1083
(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)	31159	95050
(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)	176506	226682
(9) Value of interest in common/collective trusts	1c(9)	62853	37090
(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)	10769147	12891826
(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	11039786	13251731
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	11039786	13251731

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)	361669	
(B) Participants	2a(1)(B)	582532	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		944201
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1066	
(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)	10691	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		11757
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	427	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	202597	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		203024
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	365822	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	355554	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		10268
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	12737	
(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)		2790
(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)		1737761
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		2922538

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	685267	
(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)		685267
f Corrective distributions (see instructions)	2f		24138
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	1188	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	0	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1188
j Total expenses. Add all expense amounts in column (b) and enter total	2j		710593

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2211945
l Transfers of assets:			
(1) To this plan	2l(1)		0
(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: **LENNY YEY**

(2) EIN: **20-8848624**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	☒	☐	93095
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.)	☐	☒	
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.)	☐	☒	
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.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
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?	☐	☒	
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?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
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.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
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.	☐	☒	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan NORITZ AMERICA RETIREMENT SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NORITZ AMERICA CORPORATION		D Employer Identification Number (EIN) 01-0550443
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

Noritz America Retirement Savings Plan

Financial Statements and Supplemental Schedules

*December 31, 2023 and 2022, and
For the Year Ended December 31, 2023*

(With Independent Auditor's Report Thereon)

Noritz America Retirement Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022, and
For the Year Ended December 31, 2023

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LENNY YEH, INC.
An Accountancy Corporation

Independent Auditor's Report

**To the Participants and Plan Administrator of
Noritz America Retirement Savings Plan**

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

I have performed audits of the accompanying financial statements of Noritz America Retirement Savings 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, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In my opinion, based on my audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section –

- the amounts and disclosures in the financial statements referred to above, 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.



LENNY YEH, INC.
An Accountancy Corporation

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of my report, my objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my 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

LENNY YEH, INC.
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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, I:

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

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

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

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

LENNY YEH, INC.
An Accountancy Corporation

Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended December 31, 2023, and schedule of assets (held at end of year) as of December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, I compared such information to the related certified investment information.

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

In my opinion -

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



Certified Public Accountant
Newport Beach, California
July 12, 2024

Noritz America Retirement Savings Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2023	2022
	<u> </u>	<u> </u>
Assets:		
Investments, at fair value	\$ 13,025,049	\$ 10,863,280
Notes receivable from participants	<u>226,682</u>	<u>176,506</u>
Total assets	<u>13,251,731</u>	<u>11,039,786</u>
Net assets available for benefits	<u><u>\$ 13,251,731</u></u>	<u><u>\$ 11,039,786</u></u>

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2023

Additions to (deductions from) net assets attributed to:

Contributions:

Employer	\$ 361,669
Participants	582,532
Total contributions	<u>944,201</u>

Investment income:

Interest and dividends	204,090
Net realized and unrealized appreciation in fair value of investments	<u>1,763,556</u>
Total investment income (loss)	1,967,646

Interest income - notes receivable from participants	10,691
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Benefits paid directly to participants	(709,405)
Administrative expenses	<u>(1,188)</u>

Net increase in net assets	2,211,945
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Net assets available for benefits:

Beginning of year	<u>11,039,786</u>
End of year	<u><u>\$ 13,251,731</u></u>

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Notes to Financial Statements

December 31, 2023 and 2022, and For the Year Ended December 31, 2023

Note 1 - The Plan and Its Significant Accounting Policies

General - The following brief description of Noritz America Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

The Plan is a defined contribution plan that was established on 2002 by Noritz America Corporation (the Company) to provide benefits to eligible employees of the Company and its subsidiary company, Facilities Resource Group, LLC, as defined in the Plan document. The Plan administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Internal Revenue Code and the provisions of the Employee Retirement Income Security Act of 1974 as amended, (ERISA).

Administration - The Company has appointed an Administrative Committee (the Committee) to manage the operation and administration of the Plan. The Company has contracted with Fidelity Management Trust Company and its affiliates (together referred as Fidelity), a third-party administrator to process and maintain the records of participant data and to act as the trustee. Substantially all expenses incurred for administering the Plan during 2023 are paid by the Company except for participant loan related fees and benefit withdrawal fees of approximately \$1,000. During 2023, investment management fees of approximately 1.00% of fund balances have been paid indirectly within the Plan's investments. The Plan's investment management fees are already reflected in each fund's daily price; participant accounts are not charged separately.

Basis of accounting - The accompanying financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP).

Use of Estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from those estimates.

Subsequent events - The Company monitors significant events occurring after the financial statement date and prior to its issuance to determine the impacts, if any, of events on the financial statements to be issued. All subsequent events of which the Company is aware were evaluated through the date of the independent auditor's report.

Investments, investment valuation and income recognition - The Plan's investments are stated at fair value. Investments of the Plan are held by Fidelity and invested based solely upon instructions received from participants. Participants may direct the investment of their contributions and employer contributions into various investment options offered by the Plan and may change investments and transfer amounts between funds daily. The Plan offers a Fidelity Advisor Stable Value Portfolio, mutual funds, and a self-directed brokerage account feature that includes interest-bearing cash, common stock, and mutual funds through Fidelity.

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

Fair value measurements - Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (an exit price) in an orderly transaction between market participants at the measurement date.

Fair value hierarchy - Valuation techniques used by the Plan are based upon observable and unobservable inputs. Observable or market inputs reflect market data obtained from independent sources, while unobservable inputs reflect the Plan's assumptions about market participant assumptions based on the best information available. Assets and liabilities are classified in the fair value hierarchy based on the lowest level of input that is significant to the fair value measurement.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Unobservable inputs for the asset or liability. No level 3 assets were held by the Plan.

The fair value hierarchy gives the highest priority to observable inputs and lowest priority to unobservable inputs.

Valuation technique - The following is a description of the valuation technique used to measure fair values. There was no change in the technique used to measure fair value during the year ended December 31, 2023.

- Mutual funds, and investments in publicly traded securities held in self-directed brokerage accounts: Valued at the daily closing price reported on the active market on which the individual securities were traded.

- Fidelity Advisor Stable Value Portfolio Class II: A common collective trust, valued at the net asset value (NAV) as the practical expedient, established by the fund's sponsor on the last business day of the plan year, based on the fair value of assets underlying the fund. These investments have no redemption restrictions or future commitments, and they have a daily redemption frequency.

The self-directed brokerage accounts include interest-bearing cash, mutual funds and common stock.

The method described above may produce a fair value estimate that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation technique is appropriate and consistent with other market participants, the use of different techniques or assumptions to estimate fair value could result in a different fair value measurement at the reporting date.

The following tables set forth the Plan's assets at fair value as of December 31, 2023 and 2022, by level, within the fair value hierarchy:

	<i>As of December 31, 2023</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 12,891,826	\$ -	\$ -	\$ 12,891,826
Common stocks	95,050	-	-	95,050
Cash and cash equivalent	<u>1,083</u>	<u>-</u>	<u>-</u>	<u>1,083</u>
	<u>\$ 12,987,959</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 12,987,959
Common collective trust (NAV)				<u>37,090</u>
Total assets				<u>\$ 13,025,049</u>

	<i>As of December 31, 2022</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 10,769,147	\$ -	\$ -	\$ 10,769,147
Common stocks	31,159	-	-	31,159
Cash and cash equivalent	<u>121</u>	<u>-</u>	<u>-</u>	<u>121</u>
	<u>\$ 10,800,427</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 10,800,427
Common collective trust (NAV)				<u>62,853</u>
Total assets				<u>\$ 10,863,280</u>

Cash and cash equivalent - All highly liquid investments purchased with an original maturity of three months or less (generally money market funds) are considered to be cash equivalents. These investments are usually held for a short period of time, pending long-term investment.

Forfeited accounts - Forfeited nonvested accounts will be used to pay for plan expenses, then reduce future employer contributions, as determined by the Company.

Notes receivable from participants - The Plan allows participants to borrow not less than \$1,000 and up to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the participant's vested balance. Such loans bear interest at prime rate plus 1% and must be repaid to the Plan within a 5-year period, unless the loan is used for the purchase of a principal residence in which case the maximum repayment period can be longer than 5 years. Principal and interest are paid ratably through payroll deductions. The specific terms and conditions of such loans are established by the Plan administrator. Outstanding loans at December 31, 2023 carry annual interest rates ranging from 3.25% to 9.50%.

Participant loans are classified as notes receivable from participants on the Statement of Net Assets Available for Benefits and are valued at their unpaid principal balances, plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions in accordance with the Plan's provisions. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are recorded when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. Participants can continue to repay their loan post-termination, as long as they have not taken a distribution from their account.

Benefit payments - Benefit payments are recorded when paid.

Income tax status - The Plan has adopted a FMR LLC Non-Standardized Pre-Approved Profit Sharing Plan with CODA which has received an acceptable opinion letter, under section 401 of the Code, from the Internal Revenue Service, for use by employers for the benefit of their employees. The Company believes that the Plan is operated in accordance with, and qualifies under, the applicable requirements of the Internal Revenue Code and related state statutes, and that the trust, which forms a part of the Plan, is exempt from federal income and state franchise taxes.

The Plan administrator evaluates any uncertain tax position taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax position taken by the Plan, and has concluded that as of December 31, 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Risks and uncertainties - The Plan provides for various investment options in any combination of mutual funds, fixed income securities and other investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market fluctuations and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

Note 2 - Related Party Transactions

Certain Plan investments in mutual funds and common collective trust are managed by Fidelity, the trustee of the Plan. Any purchases and sales of these funds are performed in the open market at fair value and qualify as party-in-interest. The Plan also pays record-keeping and investment advisory fees to a third-party administrator and its affiliates. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 3 - Participation and Benefits

The Plan document definition of compensation is based on when the compensation is "paid" versus when it is "earned." As such, the Company has determined that participant deferrals may not be due to the Plan, and the Plan may have no right to the deferrals, until the compensation is actually paid to the participant.

Employer contributions - The Company is allowed to make discretionary contributions as defined in the Plan and as approved by the Board of Directors. During 2023, the Company has matched 100% of each eligible participant's contribution up to a maximum of 6% of the participant's compensation on per pay period basis.

Participant contributions - Participants may elect to have the Company contribute an amount or a percentage of their eligible compensation up to 100% of their eligible compensation as defined by the Plan, subject to annual limits specified under current income tax regulations. Participants can choose pretax contributions, after-tax Roth 401(k) contributions, or a combination of the two. Both types of contributions are eligible for the Company matching contributions. Contributions withheld are invested in accordance with the participant's direction.

Participants are also allowed to make rollover contributions of amounts received from other tax-qualified retirement plans, including amounts from a Roth deferred account. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Vesting - Participants are fully vested in their contributions and earnings thereon. In general, participants are subject to a six-year cliff vesting with regard to Company matching contributions, and earnings thereon, after which time they become 100% vested in their Company matching contributions, and earnings thereon. In addition, participants become 100% vested in their Company matching contributions, and earnings thereon, at attainment of age 65, death before termination of employment, or becoming permanent disabled.

Participant accounts - Each participant's account is credited with the participant's contributions, applicable Company matching contributions, and Plan earnings, and is reduced for any benefit payments and administrative expenses. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance and share of net earnings or losses of their respective elected investment options. Allocations are determined in accordance with the provisions of the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the vested portion of the participant's account.

Forfeitures - If a participant terminates employment before becoming fully vested in their Company matching contributions, the nonvested Company matching contributions (and earnings thereon) are forfeited at the earlier of the date the participant receives a distribution or incurs a five-year break-in-service. Forfeited balances due to taking a distribution of vested amounts are restored if the participant returns to an eligible status within five years of termination and repays any amount previously distributed. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company matching contributions, restore previously forfeited balances, or pay eligible plan expenses.

Unallocated forfeiture balances as of December 31, 2023 and 2022, were \$69 and \$51, respectively. During 2023, employer matching contributions were reduced by \$20,136 from forfeited nonvested account.

Payment of benefits - Upon termination, death, or retirement, participants or beneficiaries may elect to receive a lump-sum amount or a partial or systematic withdrawal amount based on the vested value of their accounts. The Plan allows for in-service and hardship distributions when participants meet certain criteria. Participants may also, at any time, withdraw all or part of their rollover accounts. The Plan also allows for automatic lump sum distribution of participant vested account balances that do not exceed \$5,000.

Note 4 - Certified Information

In accordance with 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Fidelity regarding the current value of assets held at December 31, 2023 and 2022, and transactions entered into for the year ended December 31, 2023.

	<u>2023</u>	<u>2022</u>
Mutual funds	\$ 12,891,826	\$ 10,769,147
Common collective trust	37,090	62,853
Common stocks	95,050	31,159
Cash and cash equivalent	<u>1,083</u>	<u>121</u>
Total investments, at fair value	<u>\$ 13,025,049</u>	<u>\$ 10,863,280</u>
	<u>Year ended</u> <u>December 31, 2023</u>	
Interest and dividend income	<u>\$ 204,090</u>	
Net realized and unrealized appreciation in fair value of investments	<u>\$ 1,763,556</u>	

Note 5 - Nonexempt Transactions

Certain participant contributions and participant loan repayments of \$49,075 and \$44,020 made by participants in 2023 and 2022, respectively, were not timely deposited with the Plan custodian in accordance with the United States Department of Labor regulations. As a consequence, the delay in the deposit of the participants' contributions and loan repayments are considered prohibited transactions under ERISA. The Company will make and has made the related corrections to restore participants' lost earnings and the necessary filings with the Internal Revenue Service for each respective year ended December 31, 2023 and 2022.

Note 6 - Plan Termination and/or Modification

The Company intends to continue the Plan indefinitely for the benefit of its participants; however, it reserves the right to terminate and/or modify the Plan at any time by resolution of its Board of Directors and subject to the provisions of ERISA. In the event the Plan is terminated in the future, participants would become fully vested in their accounts.

Note 7 - Subsequent Event

Effective January 1, 2024, the Plan has restated its adoption agreement and has adopted safe harbor matching contributions which satisfy certain Internal Revenue Code requirements and eliminate the need for the Plan to perform certain non-discrimination tests. Participants will be 100% vested in these contributions when made. The plan provision change does not have a financial impact on the Plan for the year ended December 31, 2023. Participants should refer to the Plan Sponsor for further details.

Supplemental Schedules

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Part IV, Line 4a - Schedule of Delinquent Participant Contributions
For the year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: X				
\$93,095	\$49,075	\$44,020	\$0	\$0

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	(b)	(c)	(d)	(e)
	Fidelity Management Trust Company:			
*	Mutual funds	Self-directed brokerage accounts	**	\$ 14,752
*	Common Stock	Self-directed brokerage accounts	**	95,050
*	Interest-bearing Cash	Self-directed brokerage accounts	**	1,083
*	Allspring Special Mid Cap Value Fund - Class A	273.529 units in mutual fund	**	12,145
*	American Funds The Bond Fund of America Class R-4	596.397 units in mutual fund	**	6,853
*	Carillon Eagle Mid Cap Growth Fund Class A	755.568 units in mutual fund	**	53,290
*	Columbia Mid Cap Index Fund Class A	8,831.247 units in mutual fund	**	126,110
*	Fidelity 500 Index Fund	4,210.258 units in mutual fund	**	696,756
*	Fidelity Advisor Emerging Markets Fund Class A	466.616 units in mutual fund	**	16,639
*	Fidelity Advisor Freedom 2005 Fund - Class A	3,446.141 units in mutual fund	**	34,806
*	Fidelity Advisor Freedom 2010 Fund - Class A	3,456.746 units in mutual fund	**	35,916
*	Fidelity Advisor Freedom 2020 Fund - Class A	2,169.999 units in mutual fund	**	24,977
*	Fidelity Advisor Freedom 2025 Fund - Class A	45,067.104 units in mutual fund	**	547,565
*	Fidelity Advisor Freedom 2030 Fund - Class A	31,117.392 units in mutual fund	**	418,840
*	Fidelity Advisor Freedom 2035 Fund - Class A	203,113.980 units in mutual fund	**	2,778,599
*	Fidelity Advisor Freedom 2040 Fund - Class A	247,301.232 units in mutual fund	**	3,736,722
*	Fidelity Advisor Freedom 2045 Fund - Class A	198,803.532 units in mutual fund	**	2,375,702
*	Fidelity Advisor Freedom 2050 Fund - Class A	67,479.612 units in mutual fund	**	809,081
*	Fidelity Advisor Freedom 2055 Fund - Class A	47,336.924 units in mutual fund	**	635,735
*	Fidelity Advisor Freedom 2060 Fund - Class A	12,266.966 units in mutual fund	**	150,393
*	Fidelity Advisor Freedom 2065 Fund - Class A	1,041.900 units in mutual fund	**	12,044
*	Fidelity Advisor Freedom Income Fund - Class A	5,183.915 units in mutual fund	**	51,424
*	Fidelity Advisor Stable Value Portfolio Class II	39,395.800 units in common collective trust	**	37,090
*	Fidelity International Index Fund	551.961 units in mutual fund	**	26,135
*	Fidelity Small Cap Index Fund	2,471.088 units in mutual fund	**	61,876
*	Janus Henderson Triton Fund Class S	1,571.721 units in mutual fund	**	37,706
*	JPMorgan Equity Income Fund Class R3	1,284.050 units in mutual fund	**	28,878
*	MFS Growth Fund Class R3	864.618 units in mutual fund	**	135,615
*	MFS Moderate Allocation Fund Class R3	616.868 units in mutual fund	**	11,572
*	PGIM High Yield Fund - Class A	1,533.658 units in mutual fund	**	7,270
*	PIMCO StockPLUS Small Fund Class A	2,969.429 units in mutual fund	**	20,727
*	The Hartford International Opportunities Fund Class R4	1,333.600 units in mutual fund	**	23,698
	Total Investments			<u>\$ 13,025,049</u>
		Annual interest rates ranging from 3.25% to 9.50% and maturity dates through July 2038.	0	<u>226,682</u>
	Total Assets Held			<u><u>\$ 13,251,731</u></u>
*	Party-in-interest			
**	Cost information not provided as permitted for participant directed investment accounts.			

Noritz America Retirement Savings Plan

Financial Statements and Supplemental Schedules

*December 31, 2023 and 2022, and
For the Year Ended December 31, 2023*

(With Independent Auditor's Report Thereon)

Noritz America Retirement Savings Plan

Financial Statements and Supplemental Schedules

December 31, 2023 and 2022, and
For the Year Ended December 31, 2023

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LENNY YEH, INC.
An Accountancy Corporation

Independent Auditor's Report

**To the Participants and Plan Administrator of
Noritz America Retirement Savings Plan**

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

I have performed audits of the accompanying financial statements of Noritz America Retirement Savings 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, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In my opinion, based on my audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section –

- the amounts and disclosures in the financial statements referred to above, 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.



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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of my report, my objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my 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

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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, I:

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

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

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

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

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Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended December 31, 2023, and schedule of assets (held at end of year) as of December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, I compared such information to the related certified investment information.

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

In my opinion -

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



Certified Public Accountant
Newport Beach, California
July 12, 2024

Noritz America Retirement Savings Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2023	2022
Assets:		
Investments, at fair value	\$ 13,025,049	\$ 10,863,280
Notes receivable from participants	226,682	176,506
Total assets	13,251,731	11,039,786
Net assets available for benefits	\$ 13,251,731	\$ 11,039,786

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2023

Additions to (deductions from) net assets attributed to:

Contributions:

Employer	\$ 361,669
Participants	582,532
Total contributions	<u>944,201</u>

Investment income:

Interest and dividends	204,090
Net realized and unrealized appreciation in fair value of investments	<u>1,763,556</u>
Total investment income (loss)	1,967,646

Interest income - notes receivable from participants 10,691

Benefits paid directly to participants (709,405)
Administrative expenses (1,188)

Net increase in net assets 2,211,945

Net assets available for benefits:

Beginning of year	<u>11,039,786</u>
End of year	<u><u>\$ 13,251,731</u></u>

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Notes to Financial Statements

December 31, 2023 and 2022, and For the Year Ended December 31, 2023

Note 1 - The Plan and Its Significant Accounting Policies

General - The following brief description of Noritz America Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

The Plan is a defined contribution plan that was established on 2002 by Noritz America Corporation (the Company) to provide benefits to eligible employees of the Company and its subsidiary company, Facilities Resource Group, LLC, as defined in the Plan document. The Plan administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Internal Revenue Code and the provisions of the Employee Retirement Income Security Act of 1974 as amended, (ERISA).

Administration - The Company has appointed an Administrative Committee (the Committee) to manage the operation and administration of the Plan. The Company has contracted with Fidelity Management Trust Company and its affiliates (together referred as Fidelity), a third-party administrator to process and maintain the records of participant data and to act as the trustee. Substantially all expenses incurred for administering the Plan during 2023 are paid by the Company except for participant loan related fees and benefit withdrawal fees of approximately \$1,000. During 2023, investment management fees of approximately 1.00% of fund balances have been paid indirectly within the Plan's investments. The Plan's investment management fees are already reflected in each fund's daily price; participant accounts are not charged separately.

Basis of accounting - The accompanying financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP).

Use of Estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from those estimates.

Subsequent events - The Company monitors significant events occurring after the financial statement date and prior to its issuance to determine the impacts, if any, of events on the financial statements to be issued. All subsequent events of which the Company is aware were evaluated through the date of the independent auditor's report.

Investments, investment valuation and income recognition - The Plan's investments are stated at fair value. Investments of the Plan are held by Fidelity and invested based solely upon instructions received from participants. Participants may direct the investment of their contributions and employer contributions into various investment options offered by the Plan and may change investments and transfer amounts between funds daily. The Plan offers a Fidelity Advisor Stable Value Portfolio, mutual funds, and a self-directed brokerage account feature that includes interest-bearing cash, common stock, and mutual funds through Fidelity.

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

Fair value measurements - Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (an exit price) in an orderly transaction between market participants at the measurement date.

Fair value hierarchy - Valuation techniques used by the Plan are based upon observable and unobservable inputs. Observable or market inputs reflect market data obtained from independent sources, while unobservable inputs reflect the Plan's assumptions about market participant assumptions based on the best information available. Assets and liabilities are classified in the fair value hierarchy based on the lowest level of input that is significant to the fair value measurement.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Unobservable inputs for the asset or liability. No level 3 assets were held by the Plan.

The fair value hierarchy gives the highest priority to observable inputs and lowest priority to unobservable inputs.

Valuation technique - The following is a description of the valuation technique used to measure fair values. There was no change in the technique used to measure fair value during the year ended December 31, 2023.

- Mutual funds, and investments in publicly traded securities held in self-directed brokerage accounts: Valued at the daily closing price reported on the active market on which the individual securities were traded.

- Fidelity Advisor Stable Value Portfolio Class II: A common collective trust, valued at the net asset value (NAV) as the practical expedient, established by the fund's sponsor on the last business day of the plan year, based on the fair value of assets underlying the fund. These investments have no redemption restrictions or future commitments, and they have a daily redemption frequency.

The self-directed brokerage accounts include interest-bearing cash, mutual funds and common stock.

The method described above may produce a fair value estimate that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation technique is appropriate and consistent with other market participants, the use of different techniques or assumptions to estimate fair value could result in a different fair value measurement at the reporting date.

The following tables set forth the Plan's assets at fair value as of December 31, 2023 and 2022, by level, within the fair value hierarchy:

<i>As of December 31, 2023</i>				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 12,891,826	\$ -	\$ -	\$ 12,891,826
Common stocks	95,050	-	-	95,050
Cash and cash equivalent	<u>1,083</u>	<u>-</u>	<u>-</u>	<u>1,083</u>
	<u>\$ 12,987,959</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 12,987,959
Common collective trust (NAV)				<u>37,090</u>
Total assets				<u>\$ 13,025,049</u>

<i>As of December 31, 2022</i>				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 10,769,147	\$ -	\$ -	\$ 10,769,147
Common stocks	31,159	-	-	31,159
Cash and cash equivalent	<u>121</u>	<u>-</u>	<u>-</u>	<u>121</u>
	<u>\$ 10,800,427</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 10,800,427
Common collective trust (NAV)				<u>62,853</u>
Total assets				<u>\$ 10,863,280</u>

Cash and cash equivalent - All highly liquid investments purchased with an original maturity of three months or less (generally money market funds) are considered to be cash equivalents. These investments are usually held for a short period of time, pending long-term investment.

Forfeited accounts - Forfeited nonvested accounts will be used to pay for plan expenses, then reduce future employer contributions, as determined by the Company.

Notes receivable from participants - The Plan allows participants to borrow not less than \$1,000 and up to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the participant's vested balance. Such loans bear interest at prime rate plus 1% and must be repaid to the Plan within a 5-year period, unless the loan is used for the purchase of a principal residence in which case the maximum repayment period can be longer than 5 years. Principal and interest are paid ratably through payroll deductions. The specific terms and conditions of such loans are established by the Plan administrator. Outstanding loans at December 31, 2023 carry annual interest rates ranging from 3.25% to 9.50%.

Participant loans are classified as notes receivable from participants on the Statement of Net Assets Available for Benefits and are valued at their unpaid principal balances, plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions in accordance with the Plan's provisions. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are recorded when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. Participants can continue to repay their loan post-termination, as long as they have not taken a distribution from their account.

Benefit payments - Benefit payments are recorded when paid.

Income tax status - The Plan has adopted a FMR LLC Non-Standardized Pre-Approved Profit Sharing Plan with CODA which has received an acceptable opinion letter, under section 401 of the Code, from the Internal Revenue Service, for use by employers for the benefit of their employees. The Company believes that the Plan is operated in accordance with, and qualifies under, the applicable requirements of the Internal Revenue Code and related state statutes, and that the trust, which forms a part of the Plan, is exempt from federal income and state franchise taxes.

The Plan administrator evaluates any uncertain tax position taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax position taken by the Plan, and has concluded that as of December 31, 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Risks and uncertainties - The Plan provides for various investment options in any combination of mutual funds, fixed income securities and other investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market fluctuations and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

Note 2 - Related Party Transactions

Certain Plan investments in mutual funds and common collective trust are managed by Fidelity, the trustee of the Plan. Any purchases and sales of these funds are performed in the open market at fair value and qualify as party-in-interest. The Plan also pays record-keeping and investment advisory fees to a third-party administrator and its affiliates. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 3 - Participation and Benefits

The Plan document definition of compensation is based on when the compensation is "paid" versus when it is "earned." As such, the Company has determined that participant deferrals may not be due to the Plan, and the Plan may have no right to the deferrals, until the compensation is actually paid to the participant.

Employer contributions - The Company is allowed to make discretionary contributions as defined in the Plan and as approved by the Board of Directors. During 2023, the Company has matched 100% of each eligible participant's contribution up to a maximum of 6% of the participant's compensation on per pay period basis.

Participant contributions - Participants may elect to have the Company contribute an amount or a percentage of their eligible compensation up to 100% of their eligible compensation as defined by the Plan, subject to annual limits specified under current income tax regulations. Participants can choose pretax contributions, after-tax Roth 401(k) contributions, or a combination of the two. Both types of contributions are eligible for the Company matching contributions. Contributions withheld are invested in accordance with the participant's direction.

Participants are also allowed to make rollover contributions of amounts received from other tax-qualified retirement plans, including amounts from a Roth deferred account. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Vesting - Participants are fully vested in their contributions and earnings thereon. In general, participants are subject to a six-year cliff vesting with regard to Company matching contributions, and earnings thereon, after which time they become 100% vested in their Company matching contributions, and earnings thereon. In addition, participants become 100% vested in their Company matching contributions, and earnings thereon, at attainment of age 65, death before termination of employment, or becoming permanent disabled.

Participant accounts - Each participant's account is credited with the participant's contributions, applicable Company matching contributions, and Plan earnings, and is reduced for any benefit payments and administrative expenses. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance and share of net earnings or losses of their respective elected investment options. Allocations are determined in accordance with the provisions of the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the vested portion of the participant's account.

Forfeitures - If a participant terminates employment before becoming fully vested in their Company matching contributions, the nonvested Company matching contributions (and earnings thereon) are forfeited at the earlier of the date the participant receives a distribution or incurs a five-year break-in-service. Forfeited balances due to taking a distribution of vested amounts are restored if the participant returns to an eligible status within five years of termination and repays any amount previously distributed. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company matching contributions, restore previously forfeited balances, or pay eligible plan expenses.

Unallocated forfeiture balances as of December 31, 2023 and 2022, were \$69 and \$51, respectively. During 2023, employer matching contributions were reduced by \$20,136 from forfeited nonvested account.

Payment of benefits - Upon termination, death, or retirement, participants or beneficiaries may elect to receive a lump-sum amount or a partial or systematic withdrawal amount based on the vested value of their accounts. The Plan allows for in-service and hardship distributions when participants meet certain criteria. Participants may also, at any time, withdraw all or part of their rollover accounts. The Plan also allows for automatic lump sum distribution of participant vested account balances that do not exceed \$5,000.

Note 4 - Certified Information

In accordance with 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Fidelity regarding the current value of assets held at December 31, 2023 and 2022, and transactions entered into for the year ended December 31, 2023.

	<u>2023</u>	<u>2022</u>
Mutual funds	\$ 12,891,826	\$ 10,769,147
Common collective trust	37,090	62,853
Common stocks	95,050	31,159
Cash and cash equivalent	<u>1,083</u>	<u>121</u>
Total investments, at fair value	<u>\$ 13,025,049</u>	<u>\$ 10,863,280</u>
	Year ended <u>December 31, 2023</u>	
Interest and dividend income	<u>\$ 204,090</u>	
Net realized and unrealized appreciation in fair value of investments	<u>\$ 1,763,556</u>	

Note 5 - Nonexempt Transactions

Certain participant contributions and participant loan repayments of \$49,075 and \$44,020 made by participants in 2023 and 2022, respectively, were not timely deposited with the Plan custodian in accordance with the United States Department of Labor regulations. As a consequence, the delay in the deposit of the participants' contributions and loan repayments are considered prohibited transactions under ERISA. The Company will make and has made the related corrections to restore participants' lost earnings and the necessary filings with the Internal Revenue Service for each respective year ended December 31, 2023 and 2022.

Note 6 - Plan Termination and/or Modification

The Company intends to continue the Plan indefinitely for the benefit of its participants; however, it reserves the right to terminate and/or modify the Plan at any time by resolution of its Board of Directors and subject to the provisions of ERISA. In the event the Plan is terminated in the future, participants would become fully vested in their accounts.

Note 7 - Subsequent Event

Effective January 1, 2024, the Plan has restated its adoption agreement and has adopted safe harbor matching contributions which satisfy certain Internal Revenue Code requirements and eliminate the need for the Plan to perform certain non-discrimination tests. Participants will be 100% vested in these contributions when made. The plan provision change does not have a financial impact on the Plan for the year ended December 31, 2023. Participants should refer to the Plan Sponsor for further details.

Supplemental Schedules

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Part IV, Line 4a - Schedule of Delinquent Participant Contributions
For the year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE
Check here if Late Participant Loan Repayments are included: X	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	2002-51
\$93,095	\$49,075	\$44,020	\$0	\$0

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
Fidelity Management Trust Company:				
* Mutual funds	Self-directed brokerage accounts	**	\$	14,752
* Common Stock	Self-directed brokerage accounts	**		95,050
* Interest-bearing Cash	Self-directed brokerage accounts	**		1,083
* Allspring Special Mid Cap Value Fund - Class A	273.529 units in mutual fund	**		12,145
* American Funds The Bond Fund of America Class R-4	596.397 units in mutual fund	**		6,853
* Carillon Eagle Mid Cap Growth Fund Class A	755.568 units in mutual fund	**		53,290
* Columbia Mid Cap Index Fund Class A	8,831.247 units in mutual fund	**		126,110
* Fidelity 500 Index Fund	4,210.258 units in mutual fund	**		696,756
* Fidelity Advisor Emerging Markets Fund Class A	466.616 units in mutual fund	**		16,639
* Fidelity Advisor Freedom 2005 Fund - Class A	3,446.141 units in mutual fund	**		34,806
* Fidelity Advisor Freedom 2010 Fund - Class A	3,456.746 units in mutual fund	**		35,916
* Fidelity Advisor Freedom 2020 Fund - Class A	2,169.999 units in mutual fund	**		24,977
* Fidelity Advisor Freedom 2025 Fund - Class A	45,067.104 units in mutual fund	**		547,565
* Fidelity Advisor Freedom 2030 Fund - Class A	31,117.392 units in mutual fund	**		418,840
* Fidelity Advisor Freedom 2035 Fund - Class A	203,113.980 units in mutual fund	**		2,778,599
* Fidelity Advisor Freedom 2040 Fund - Class A	247,301.232 units in mutual fund	**		3,736,722
* Fidelity Advisor Freedom 2045 Fund - Class A	198,803.532 units in mutual fund	**		2,375,702
* Fidelity Advisor Freedom 2050 Fund - Class A	67,479.612 units in mutual fund	**		809,081
* Fidelity Advisor Freedom 2055 Fund - Class A	47,336.924 units in mutual fund	**		635,735
* Fidelity Advisor Freedom 2060 Fund - Class A	12,266.966 units in mutual fund	**		150,393
* Fidelity Advisor Freedom 2065 Fund - Class A	1,041.900 units in mutual fund	**		12,044
* Fidelity Advisor Freedom Income Fund - Class A	5,183.915 units in mutual fund	**		51,424
* Fidelity Advisor Stable Value Portfolio Class II	39,395.800 units in common collective trust	**		37,090
* Fidelity International Index Fund	551.961 units in mutual fund	**		26,135
* Fidelity Small Cap Index Fund	2,471.088 units in mutual fund	**		61,876
* Janus Henderson Triton Fund Class S	1,571.721 units in mutual fund	**		37,706
* JPMorgan Equity Income Fund Class R3	1,284.050 units in mutual fund	**		28,878
* MFS Growth Fund Class R3	864.618 units in mutual fund	**		135,615
* MFS Moderate Allocation Fund Class R3	616.868 units in mutual fund	**		11,572
* PGIM High Yield Fund - Class A	1,533.658 units in mutual fund	**		7,270
* PIMCO StockPLUS Small Fund Class A	2,969.429 units in mutual fund	**		20,727
* The Hartford International Opportunities Fund Class R4	1,333.600 units in mutual fund	**		23,698
Total Investments				<u>\$ 13,025,049</u>
* Participant loans	Annual interest rates ranging from 3.25% to 9.50% and maturity dates through July 2038.	0		<u>226,682</u>
Total Assets Held				<u><u>\$ 13,251,731</u></u>
* Party-in-interest				
** Cost information not provided as permitted for participant directed investment accounts.				

Noritz America Retirement Savings Plan

Financial Statements and Supplemental Schedules

*December 31, 2023 and 2022, and
For the Year Ended December 31, 2023*

(With Independent Auditor's Report Thereon)

Noritz America Retirement Savings Plan
Financial Statements and Supplemental Schedules
December 31, 2023 and 2022, and
For the Year Ended December 31, 2023

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LENNY YEH, INC.
An Accountancy Corporation

Independent Auditor's Report

**To the Participants and Plan Administrator of
Noritz America Retirement Savings Plan**

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

I have performed audits of the accompanying financial statements of Noritz America Retirement Savings 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, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In my opinion, based on my audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section –

- the amounts and disclosures in the financial statements referred to above, 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.



LENNY YEH, INC.
An Accountancy Corporation

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of my report, my objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my 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

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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, I:

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

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

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

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

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Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended December 31, 2023, and schedule of assets (held at end of year) as of December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, I compared such information to the related certified investment information.

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

In my opinion -

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



Certified Public Accountant
Newport Beach, California
July 12, 2024

Noritz America Retirement Savings Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2023	2022
Assets:		
Investments, at fair value	\$ 13,025,049	\$ 10,863,280
Notes receivable from participants	226,682	176,506
Total assets	13,251,731	11,039,786
Net assets available for benefits	\$ 13,251,731	\$ 11,039,786

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2023

Additions to (deductions from) net assets attributed to:

Contributions:

Employer	\$ 361,669
Participants	582,532
Total contributions	<u>944,201</u>

Investment income:

Interest and dividends	204,090
Net realized and unrealized appreciation in fair value of investments	<u>1,763,556</u>
Total investment income (loss)	1,967,646

Interest income - notes receivable from participants	10,691
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Benefits paid directly to participants	(709,405)
Administrative expenses	<u>(1,188)</u>

Net increase in net assets	2,211,945
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Net assets available for benefits:

Beginning of year	<u>11,039,786</u>
End of year	<u><u>\$ 13,251,731</u></u>

The accompanying notes are an integral part of these financial statements.

Noritz America Retirement Savings Plan

Notes to Financial Statements

December 31, 2023 and 2022, and For the Year Ended December 31, 2023

Note 1 - The Plan and Its Significant Accounting Policies

General - The following brief description of Noritz America Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

The Plan is a defined contribution plan that was established on 2002 by Noritz America Corporation (the Company) to provide benefits to eligible employees of the Company and its subsidiary company, Facilities Resource Group, LLC, as defined in the Plan document. The Plan administrator believes that the Plan is currently designed and operated in compliance with the applicable requirements of the Internal Revenue Code and the provisions of the Employee Retirement Income Security Act of 1974 as amended, (ERISA).

Administration - The Company has appointed an Administrative Committee (the Committee) to manage the operation and administration of the Plan. The Company has contracted with Fidelity Management Trust Company and its affiliates (together referred as Fidelity), a third-party administrator to process and maintain the records of participant data and to act as the trustee. Substantially all expenses incurred for administering the Plan during 2023 are paid by the Company except for participant loan related fees and benefit withdrawal fees of approximately \$1,000. During 2023, investment management fees of approximately 1.00% of fund balances have been paid indirectly within the Plan's investments. The Plan's investment management fees are already reflected in each fund's daily price; participant accounts are not charged separately.

Basis of accounting - The accompanying financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP).

Use of Estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes and supplemental schedules. Actual results could differ from those estimates.

Subsequent events - The Company monitors significant events occurring after the financial statement date and prior to its issuance to determine the impacts, if any, of events on the financial statements to be issued. All subsequent events of which the Company is aware were evaluated through the date of the independent auditor's report.

Investments, investment valuation and income recognition - The Plan's investments are stated at fair value. Investments of the Plan are held by Fidelity and invested based solely upon instructions received from participants. Participants may direct the investment of their contributions and employer contributions into various investment options offered by the Plan and may change investments and transfer amounts between funds daily. The Plan offers a Fidelity Advisor Stable Value Portfolio, mutual funds, and a self-directed brokerage account feature that includes interest-bearing cash, common stock, and mutual funds through Fidelity.

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

Fair value measurements - Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability (an exit price) in an orderly transaction between market participants at the measurement date.

Fair value hierarchy - Valuation techniques used by the Plan are based upon observable and unobservable inputs. Observable or market inputs reflect market data obtained from independent sources, while unobservable inputs reflect the Plan's assumptions about market participant assumptions based on the best information available. Assets and liabilities are classified in the fair value hierarchy based on the lowest level of input that is significant to the fair value measurement.

Level 1: Quoted prices (unadjusted) in active markets for identical assets or liabilities.

Level 2: Quoted prices in active markets for similar assets or liabilities, quoted prices for identical or similar assets or liabilities in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3: Unobservable inputs for the asset or liability. No level 3 assets were held by the Plan.

The fair value hierarchy gives the highest priority to observable inputs and lowest priority to unobservable inputs.

Valuation technique - The following is a description of the valuation technique used to measure fair values. There was no change in the technique used to measure fair value during the year ended December 31, 2023.

- Mutual funds, and investments in publicly traded securities held in self-directed brokerage accounts: Valued at the daily closing price reported on the active market on which the individual securities were traded.

- Fidelity Advisor Stable Value Portfolio Class II: A common collective trust, valued at the net asset value (NAV) as the practical expedient, established by the fund's sponsor on the last business day of the plan year, based on the fair value of assets underlying the fund. These investments have no redemption restrictions or future commitments, and they have a daily redemption frequency.

The self-directed brokerage accounts include interest-bearing cash, mutual funds and common stock.

The method described above may produce a fair value estimate that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation technique is appropriate and consistent with other market participants, the use of different techniques or assumptions to estimate fair value could result in a different fair value measurement at the reporting date.

The following tables set forth the Plan's assets at fair value as of December 31, 2023 and 2022, by level, within the fair value hierarchy:

	<i>As of December 31, 2023</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 12,891,826	\$ -	\$ -	\$ 12,891,826
Common stocks	95,050	-	-	95,050
Cash and cash equivalent	<u>1,083</u>	<u>-</u>	<u>-</u>	<u>1,083</u>
	<u>\$ 12,987,959</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 12,987,959
Common collective trust (NAV)				<u>37,090</u>
Total assets				<u>\$ 13,025,049</u>

	<i>As of December 31, 2022</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Assets				
Mutual funds	\$ 10,769,147	\$ -	\$ -	\$ 10,769,147
Common stocks	31,159	-	-	31,159
Cash and cash equivalent	<u>121</u>	<u>-</u>	<u>-</u>	<u>121</u>
	<u>\$ 10,800,427</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 10,800,427
Common collective trust (NAV)				<u>62,853</u>
Total assets				<u>\$ 10,863,280</u>

Cash and cash equivalent - All highly liquid investments purchased with an original maturity of three months or less (generally money market funds) are considered to be cash equivalents. These investments are usually held for a short period of time, pending long-term investment.

Forfeited accounts - Forfeited nonvested accounts will be used to pay for plan expenses, then reduce future employer contributions, as determined by the Company.

Notes receivable from participants - The Plan allows participants to borrow not less than \$1,000 and up to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the participant's vested balance. Such loans bear interest at prime rate plus 1% and must be repaid to the Plan within a 5-year period, unless the loan is used for the purchase of a principal residence in which case the maximum repayment period can be longer than 5 years. Principal and interest are paid ratably through payroll deductions. The specific terms and conditions of such loans are established by the Plan administrator. Outstanding loans at December 31, 2023 carry annual interest rates ranging from 3.25% to 9.50%.

Participant loans are classified as notes receivable from participants on the Statement of Net Assets Available for Benefits and are valued at their unpaid principal balances, plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions in accordance with the Plan's provisions. Interest income on notes receivable from participants is recorded when it is earned. Related fees are recorded as administrative expenses and are recorded when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. Participants can continue to repay their loan post-termination, as long as they have not taken a distribution from their account.

Benefit payments - Benefit payments are recorded when paid.

Income tax status - The Plan has adopted a FMR LLC Non-Standardized Pre-Approved Profit Sharing Plan with CODA which has received an acceptable opinion letter, under section 401 of the Code, from the Internal Revenue Service, for use by employers for the benefit of their employees. The Company believes that the Plan is operated in accordance with, and qualifies under, the applicable requirements of the Internal Revenue Code and related state statutes, and that the trust, which forms a part of the Plan, is exempt from federal income and state franchise taxes.

The Plan administrator evaluates any uncertain tax position taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan administrator has analyzed the tax position taken by the Plan, and has concluded that as of December 31, 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Risks and uncertainties - The Plan provides for various investment options in any combination of mutual funds, fixed income securities and other investment securities offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market fluctuations and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

Note 2 - Related Party Transactions

Certain Plan investments in mutual funds and common collective trust are managed by Fidelity, the trustee of the Plan. Any purchases and sales of these funds are performed in the open market at fair value and qualify as party-in-interest. The Plan also pays record-keeping and investment advisory fees to a third-party administrator and its affiliates. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA.

Note 3 - Participation and Benefits

The Plan document definition of compensation is based on when the compensation is "paid" versus when it is "earned." As such, the Company has determined that participant deferrals may not be due to the Plan, and the Plan may have no right to the deferrals, until the compensation is actually paid to the participant.

Employer contributions - The Company is allowed to make discretionary contributions as defined in the Plan and as approved by the Board of Directors. During 2023, the Company has matched 100% of each eligible participant's contribution up to a maximum of 6% of the participant's compensation on per pay period basis.

Participant contributions - Participants may elect to have the Company contribute an amount or a percentage of their eligible compensation up to 100% of their eligible compensation as defined by the Plan, subject to annual limits specified under current income tax regulations. Participants can choose pretax contributions, after-tax Roth 401(k) contributions, or a combination of the two. Both types of contributions are eligible for the Company matching contributions. Contributions withheld are invested in accordance with the participant's direction.

Participants are also allowed to make rollover contributions of amounts received from other tax-qualified retirement plans, including amounts from a Roth deferred account. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Vesting - Participants are fully vested in their contributions and earnings thereon. In general, participants are subject to a six-year cliff vesting with regard to Company matching contributions, and earnings thereon, after which time they become 100% vested in their Company matching contributions, and earnings thereon. In addition, participants become 100% vested in their Company matching contributions, and earnings thereon, at attainment of age 65, death before termination of employment, or becoming permanent disabled.

Participant accounts - Each participant's account is credited with the participant's contributions, applicable Company matching contributions, and Plan earnings, and is reduced for any benefit payments and administrative expenses. Plan earnings are allocated to each participant's account based on the ratio of the participant's account balance and share of net earnings or losses of their respective elected investment options. Allocations are determined in accordance with the provisions of the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the vested portion of the participant's account.

Forfeitures - If a participant terminates employment before becoming fully vested in their Company matching contributions, the nonvested Company matching contributions (and earnings thereon) are forfeited at the earlier of the date the participant receives a distribution or incurs a five-year break-in-service. Forfeited balances due to taking a distribution of vested amounts are restored if the participant returns to an eligible status within five years of termination and repays any amount previously distributed. Forfeited balances of terminated participants' non-vested accounts are used to reduce future Company matching contributions, restore previously forfeited balances, or pay eligible plan expenses.

Unallocated forfeiture balances as of December 31, 2023 and 2022, were \$69 and \$51, respectively. During 2023, employer matching contributions were reduced by \$20,136 from forfeited nonvested account.

Payment of benefits - Upon termination, death, or retirement, participants or beneficiaries may elect to receive a lump-sum amount or a partial or systematic withdrawal amount based on the vested value of their accounts. The Plan allows for in-service and hardship distributions when participants meet certain criteria. Participants may also, at any time, withdraw all or part of their rollover accounts. The Plan also allows for automatic lump sum distribution of participant vested account balances that do not exceed \$5,000.

Note 4 - Certified Information

In accordance with 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Fidelity regarding the current value of assets held at December 31, 2023 and 2022, and transactions entered into for the year ended December 31, 2023.

	<u>2023</u>	<u>2022</u>
Mutual funds	\$ 12,891,826	\$ 10,769,147
Common collective trust	37,090	62,853
Common stocks	95,050	31,159
Cash and cash equivalent	<u>1,083</u>	<u>121</u>
Total investments, at fair value	<u>\$ 13,025,049</u>	<u>\$ 10,863,280</u>
	Year ended <u>December 31, 2023</u>	
Interest and dividend income	<u>\$ 204,090</u>	
Net realized and unrealized appreciation in fair value of investments	<u>\$ 1,763,556</u>	

Note 5 - Nonexempt Transactions

Certain participant contributions and participant loan repayments of \$49,075 and \$44,020 made by participants in 2023 and 2022, respectively, were not timely deposited with the Plan custodian in accordance with the United States Department of Labor regulations. As a consequence, the delay in the deposit of the participants' contributions and loan repayments are considered prohibited transactions under ERISA. The Company will make and has made the related corrections to restore participants' lost earnings and the necessary filings with the Internal Revenue Service for each respective year ended December 31, 2023 and 2022.

Note 6 - Plan Termination and/or Modification

The Company intends to continue the Plan indefinitely for the benefit of its participants; however, it reserves the right to terminate and/or modify the Plan at any time by resolution of its Board of Directors and subject to the provisions of ERISA. In the event the Plan is terminated in the future, participants would become fully vested in their accounts.

Note 7 - Subsequent Event

Effective January 1, 2024, the Plan has restated its adoption agreement and has adopted safe harbor matching contributions which satisfy certain Internal Revenue Code requirements and eliminate the need for the Plan to perform certain non-discrimination tests. Participants will be 100% vested in these contributions when made. The plan provision change does not have a financial impact on the Plan for the year ended December 31, 2023. Participants should refer to the Plan Sponsor for further details.

Supplemental Schedules

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Part IV, Line 4a - Schedule of Delinquent Participant Contributions
For the year ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: X	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$93,095	\$49,075	\$44,020	\$0	\$0

Noritz America Retirement Savings Plan
EIN: 01-0550443, PN: 001

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value	
Fidelity Management Trust Company:				
* Mutual funds	Self-directed brokerage accounts	**	\$	14,752
* Common Stock	Self-directed brokerage accounts	**		95,050
* Interest-bearing Cash	Self-directed brokerage accounts	**		1,083
* Allspring Special Mid Cap Value Fund - Class A	273.529 units in mutual fund	**		12,145
* American Funds The Bond Fund of America Class R-4	596.397 units in mutual fund	**		6,853
* Carillon Eagle Mid Cap Growth Fund Class A	755.568 units in mutual fund	**		53,290
* Columbia Mid Cap Index Fund Class A	8,831.247 units in mutual fund	**		126,110
* Fidelity 500 Index Fund	4,210.258 units in mutual fund	**		696,756
* Fidelity Advisor Emerging Markets Fund Class A	466.616 units in mutual fund	**		16,639
* Fidelity Advisor Freedom 2005 Fund - Class A	3,446.141 units in mutual fund	**		34,806
* Fidelity Advisor Freedom 2010 Fund - Class A	3,456.746 units in mutual fund	**		35,916
* Fidelity Advisor Freedom 2020 Fund - Class A	2,169.999 units in mutual fund	**		24,977
* Fidelity Advisor Freedom 2025 Fund - Class A	45,067.104 units in mutual fund	**		547,565
* Fidelity Advisor Freedom 2030 Fund - Class A	31,117.392 units in mutual fund	**		418,840
* Fidelity Advisor Freedom 2035 Fund - Class A	203,113.980 units in mutual fund	**		2,778,599
* Fidelity Advisor Freedom 2040 Fund - Class A	247,301.232 units in mutual fund	**		3,736,722
* Fidelity Advisor Freedom 2045 Fund - Class A	198,803.532 units in mutual fund	**		2,375,702
* Fidelity Advisor Freedom 2050 Fund - Class A	67,479.612 units in mutual fund	**		809,081
* Fidelity Advisor Freedom 2055 Fund - Class A	47,336.924 units in mutual fund	**		635,735
* Fidelity Advisor Freedom 2060 Fund - Class A	12,266.966 units in mutual fund	**		150,393
* Fidelity Advisor Freedom 2065 Fund - Class A	1,041.900 units in mutual fund	**		12,044
* Fidelity Advisor Freedom Income Fund - Class A	5,183.915 units in mutual fund	**		51,424
* Fidelity Advisor Stable Value Portfolio Class II	39,395.800 units in common collective trust	**		37,090
* Fidelity International Index Fund	551.961 units in mutual fund	**		26,135
* Fidelity Small Cap Index Fund	2,471.088 units in mutual fund	**		61,876
* Janus Henderson Triton Fund Class S	1,571.721 units in mutual fund	**		37,706
* JPMorgan Equity Income Fund Class R3	1,284.050 units in mutual fund	**		28,878
* MFS Growth Fund Class R3	864.618 units in mutual fund	**		135,615
* MFS Moderate Allocation Fund Class R3	616.868 units in mutual fund	**		11,572
* PGIM High Yield Fund - Class A	1,533.658 units in mutual fund	**		7,270
* PIMCO StockPLUS Small Fund Class A	2,969.429 units in mutual fund	**		20,727
* The Hartford International Opportunities Fund Class R4	1,333.600 units in mutual fund	**		23,698
Total Investments				<u>\$ 13,025,049</u>
* Participant loans	Annual interest rates ranging from 3.25% to 9.50% and maturity dates through July 2038.	0		<u>226,682</u>
Total Assets Held				<u><u>\$ 13,251,731</u></u>
* Party-in-interest				
** Cost information not provided as permitted for participant directed investment accounts.				