

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
--	---	---

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 NITTO 401(K) RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1978
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) NITTO AMERICAS INC. 300 FRANK W. BURR BLVD. 5TH FLOOR SUITE 66 TEANECK, NJ 07666
2b	Employer Identification Number (EIN) 13-2623346
2c	Plan Sponsor's telephone number 210-645-4950
2d	Business code (see instructions) 339900

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.	01/03/2025	STACIE KNOPF
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	01/03/2025	STACIE KNOPF
	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 NITTO AMERICAS INC. c Plan Name NITTO AMERICAS INC. 401(K) RETIREMENT PLAN	4b EIN 13-2623346 4d PN 001
5 Total number of participants at the beginning of the plan year	5 2827
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) 2025 6a(2) 1786 6b 7 6c 744 6d 2537 6e 0 6f 2537 6g(1) 2827 6g(2) 2537 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

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

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
--	--

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

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
- (2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)** ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (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 1
- (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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 NITTO 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NITTO AMERICAS INC.	D Employer Identification Number (EIN) 13-2623346	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
--------	---	--

1 Coverage Information:

(a) Name of insurance carrier PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY
--

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
06-1050034	93629	041707	2537	01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.
--

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	33947488
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	38684345

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
 (3) ☐ guaranteed investment (4) ☒ other ▶ GUARANTEED GENERAL ACCOUNT CONTRACT

b Balance at the end of the previous year**7b**

34318956

c Additions: (1) Contributions deposited during the year**7c(1)**

3476322

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

649324

(4) Transferred from separate account.....

7c(4)

651263

(5) Other (specify below)

7c(5)

5283242

▶ LOAN REPAYMENTS MISCELLANEOUS IN TRANSFERS IN

(6) Total additions

7c(6)

10060151

d Total of balance and additions (add lines **7b** and **7c(6)**)**7d**

44379107

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

8307183

(2) Administration charge made by carrier

7e(2)

8141

(3) Transferred to separate account.....

7e(3)

216402

(4) Other (specify below)

7e(4)

1899893

▶ FORF. DR., TRANSFERS OUT LOAN INITIATIONS MISC. OUT

(5) Total deductions

7e(5)

10431619

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f**

33947488

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 NITTO 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NITTO AMERICAS INC.	D Employer Identification Number (EIN) 13-2623346

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

YesNo
- 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
	PRUDENTIAL RETIREMENT INSURANCE AND
	06-1050034

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

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

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

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

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

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

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

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

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

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

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

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)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 49 50 64	NONE	238901	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

UBS FINANCIAL SERVICES, INC.

13-2638166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	61702	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MARKSNELSON LLC

48-1238645

(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?
10	NONE	41500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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 <u>NITTO 401(K) RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NITTO AMERICAS INC.</u>	D Employer Identification Number (EIN) <u>13-2623346</u>	

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: <u>MID CAP GROWTH I (IVY)</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-409</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>8663469</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCV VICTORY FUND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-701</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4372909</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DAY ONE IFX TRGT BAL</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-697</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2059908</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CAPITAL GROUP EP GROWTH</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL RETIREMENT INS.</u>		
c EIN-PN <u>06-1050034-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>23588059</u>
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 NITTO 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NITTO AMERICAS INC.		
D Employer Identification Number (EIN) 13-2623346		

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	249	22
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	197713	94014
(2) Participant contributions	1b(2)	140023	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	4749681	4136298
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	13864505	38684345
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	152188857	145815340
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	34318956	33947488
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	205459984	222677507
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	205459984	222677507

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)	6422015	
(B) Participants	2a(1)(B)	15688914	
(C) Others (including rollovers)	2a(1)(C)	914391	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		23025320
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	241398	
(F) Other	2b(1)(F)	649324	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		890722
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2767910	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2767910
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		2790932
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		26056473
c Other income	2c		-23573
d Total income. Add all income amounts in column (b) and enter total	2d		55507784

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	23756127	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		23756127
f Corrective distributions (see instructions)	2f		6276
g Certain deemed distributions of participant loans (see instructions)	2g		68338
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	238150	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	41500	
(5) Investment advisory and investment management fees	2i(5)	61703	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	5188	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		346541
j Total expenses. Add all expense amounts in column (b) and enter total	2j		24177282

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		31330502
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		14112979

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: **MARKSNELSON LLC**

(2) EIN: **48-1238645**

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.)	☒	☐	30390
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?	☒	☐	2000000
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)
PARKER AMERICAS INC. 401(K) RETIREMENT PLAN	27-0036698	001

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation		Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 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 NITTO 401(K) RETIREMENT PLAN				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NITTO AMERICAS INC.				D Employer Identification Number (EIN) 13-2623346	
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	0
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): 22-1211670					
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
----------------	---

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

Part VII	IRS Compliance Questions
-----------------	---------------------------------

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 09 / 22 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q703902A.



NITTO 401(k) RETIREMENT PLAN

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

NITTO 401(k) RETIREMENT PLAN

TABLE OF CONTENTS

	<u>Page No.</u>
INDEPENDENT AUDITORS' REPORT	1 - 4
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 16
SUPPLEMENTARY INFORMATION:	
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	18
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	19

Independent Auditors' Report

To the Plan Administrator
Nitto 401(k) Retirement Plan
Lakewood, New Jersey

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

We have performed an audit of the financial statements of Nitto 401(k) Retirement 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). 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 then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions 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 our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and
- 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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental 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, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Plan Administrator
Nitto 401(k) Retirement Plan
Page four

- The certified investment information in the supplemental schedules agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Mark Nelson LLC

Overland Park, Kansas
December 17, 2024

NITTO 401(k) RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	Assets	
	2023	2022
Non-interest bearing cash	\$ 22	\$ 249
Investments:		
Mutual funds, at fair value	145,815,340	152,188,857
Pooled separate accounts, at fair value	38,684,345	13,864,505
Fully benefit responsive investment, at contract value	33,947,488	34,318,956
Total investments	218,447,173	200,372,318
Receivables:		
Employer contributions	94,014	197,114
Participant contributions	-	140,023
Other contributions	-	599
Notes receivable from participants	4,136,298	4,749,681
Total receivables	4,230,312	5,087,417
Net assets available for benefits	\$ 222,677,507	\$ 205,459,984

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

NITTO 401(k) RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions:

Investment income:

Net appreciation in fair value of investments	\$ 28,847,405
Interest and dividends	<u>3,417,234</u>

Total investment income 32,264,639

Interest income on notes receivable from participants 241,398

Contributions:

Employer	6,422,015
Participants	15,688,914
Rollovers	<u>914,391</u>

Total contributions 23,025,320

Total additions 55,531,357

Deductions:

Benefits paid to participants	23,830,741
Administrative expenses	346,541
Other	<u>23,573</u>

Total deductions 24,200,855

Net increase 31,330,502

Transfer to another plan (14,112,979)

Net assets available for benefits:

Beginning of year 205,459,984

End of year \$ 222,677,507

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Nitto 401(k) Retirement Plan, (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan is a defined contribution savings plan sponsored by Nitto Americas Inc. (“Plan Sponsor”) that covers substantially all employees of Nitto, Inc., Ohio (“Nitto Ohio”), Nitto, Inc., New Jersey (“Nitto New Jersey”), Nitto Automotive, Inc., Missouri (“Nitto Missouri”), Nitto Denko Avidia, Inc., Nitto, Inc., Virginia (“Nitto Virginia”), Nitto, Inc., Kentucky (“Nitto Kentucky”), Hydranautics, Nitto Denko Technical Corporation, Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avidia Pharma Services, Inc., Kinovate Life Sciences, Inc., Nitto, Inc., Alabama (“Nitto Alabama”), and Nitto Advanced Components Jackson (“Nitto Jackson”) collectively the “Employers”. Effective April 2023, the Plan removed from participation Nitto Automotive, Inc., and transferred out \$14,112,979 related to this change.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

b. Eligibility

Employees become eligible to participate in the Plan on the first day of the month coinciding with or immediately following the date the participant has completed two months of service.

c. Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Contributions are subject to certain IRS limitations.

The Plan has elected to allow participants to designate, in accordance with rules prescribed by the administrator, that a portion or all of their 401(k) contributions for each payroll period be treated as Roth 401(k) contributions. Any 401(k) contributions made to the Plan on behalf of a participant shall be allocated to a separate sub-account maintained with respect to such contributions.

The Plan includes a qualified automatic contribution arrangement, pursuant to which all eligible employees are enrolled automatically with a 5% pre-tax contribution rate, unless the employee elects otherwise. These contributions are invested in the Plan’s default investment option. Employees may opt out of the automatic enrollment, stop contributions, modify their contribution rate, or change investment elections at any time. Starting the first year after a participant is automatically enrolled in the Plan, the participant’s pre-tax contribution rate is automatically increased by 1% annually, up to a maximum of 10%. This occurs with the first payroll period in January of each year, and participants may decline these rate increases or elect a different rate.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

c. Contributions (Continued)

The Company may make a safe harbor matching contributions. For the year ended December 31, 2023, the Company matched 100% of the first 3% plus 50% of the next 2% of the participant's eligible compensation. In addition, at the discretion of the Employers, the Plan allows regular matching contributions, true-up matching contributions, qualified matching contributions, qualified nonelective contributions, and nonelective contributions.

d. Participant Accounts

Individual accounts are maintained for each participant. Each participant's account is credited with the participant's contributions and Company discretionary contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

e. Vesting

A participant's vested interest in their 401(k) contributions sub-account, including their separate Roth 401(k) contributions sub-account and separate after-tax 401(k) contributions sub-account, shall be 100% at all times. A participant's vested interest in their qualified nonelective, qualified matching and safe harbor matching contributions sub-accounts shall be 100% at all times.

A participant's vesting schedule is determined by their employer. The following are the various vesting schedules for each participating employer.

The vested interest of a participant who is employed by Nitto Ohio, Nitto Alabama, Nitto New Jersey, Nitto Missouri, or Nitto Advanced Components Jackson in their nonelective contributions sub-account shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who is employed by Nitto Ohio or Nitto Alabama in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	25%
After 3 years	50%
After 4 years	75%
5 years or more	100%

The vested interest of a participant who is employed by Nitto New Jersey in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	20%
After 3 years	100%

The vested interest of a participant who is employed by Nitto Missouri who was hired on or after January 1, 2014 in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who participated in the Nitto Denko AVECIA, Inc. Deferred Compensation Plan as of October 1, 2014 or who formerly participated in the Hydranautics 401(k) Profit Sharing Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who participated in the Nitto Denko Technical Corp., Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avecia Pharma Services, Inc., and Kinovate Life Sciences, Inc. in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times. The vested interest of a participant who formerly participated in the Nitto Kentucky 401(k) Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who formerly participated in the Nitto Virginia 401(k) Profit Sharing Plan and Trust in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	25%
After 2 years	50%
After 3 years	75%
4 years or more	100%

f. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

g. Notes Receivables from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of 50% of their vested account balance not to exceed \$50,000. The loans are collateralized by the balance in the participant's account and bear interest at rates at prime plus 1% as of the date of the transfer, which are commensurate with local prevailing rates as determined by the Plan administrator. Delinquent participant loans are reclassified as distributions based upon terms of the Plan document.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

h. Payment of Benefits

Participants may make complete withdrawals at any time after reaching age 59 ½, termination of employment or financial hardship, subject to certain limitations. If a participant continues employment with the Employers after age 59 ½, the participant shall receive a distribution of the entire amount of their account as of the earlier of their retirement date or as required by the Internal Revenue Code ("IRC"). In the event of the death of a participant, the participant's account is distributed to the participant's beneficiary. All benefit distributions are payable in either a lump sum, installment, or partial distribution.

i. Forfeitures

Participants who terminate employment within any sub-plan will forfeit the non-vested portion of their accounts. The forfeitable portion of a terminated participant's account is applied to pay plan expenses and then used to reduce the Employers' future matching contribution. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$21,503 and \$45,731, respectively. Forfeitures used to offset the Employers' contributions and pay for plan expenses totaled \$64,410 for the year ended December 31, 2023.

j. Administrative Expenses

The Plan sponsor bears substantially all administrative costs of the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's trustee.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

b. Use of Estimates

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the fully benefit-responsive investment at contract. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

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

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

e. Payment of Benefits

Benefits are recorded when paid.

f. Income Taxes

The Plan's income tax filings are subject to examination by various taxing authorities. The Plan's open examination periods are 2020 and forward.

g. Subsequent Events

Subsequent events have been evaluated up to December 17, 2024, the date these financial statements were available to be issued.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities, (level 1), and the lowest priority to unobservable inputs, (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: Valued at the net asset value (NAV) of units of the collective investment trust. The NAV is based on the fair value of the underlying investments and is used as a practical expedient to estimate fair value.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

The following table presents net assets and liabilities that are measures at fair value on a recurring basis at December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 145,815,340	\$ -	\$ -	\$ 145,815,340
Investments measured at net asset value	-	-	-	38,684,345
Total investments at fair value	\$ 145,815,340	\$ -	\$ -	\$ 184,499,685

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 152,188,857	\$ -	\$ -	\$ 152,188,857
Investments measured at net asset value	-	-	-	13,864,505
Total investments at fair value	\$ 152,188,857	\$ -	\$ -	\$ 166,053,362

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 38,684,345	n/a	Daily	Daily

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 13,864,505	n/a	Daily	Daily

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Information Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Empower Annuity Insurance Company and Prudential Bank & Trust, FSB, the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022
- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Interest on notes receivable from participants for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. Investment In Guaranteed Investment Contract

The Plan invests in the Prudential Retirement Insurance and Annuity Company ("PRIAC") Guaranteed Income Fund. This fund is considered a stable value fund and meets the definition of a fully benefit responsive investment contract. PRIAC maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The crediting interest rates are based on an agreed-upon formula with the issuer and are guaranteed for an agreed upon period, usually six months.

Certain events may limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

6. Plan Termination

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

7. Party-In-Interest Transactions

Certain Plan investments are managed by the Trustee and Custodian of the Plan, and therefore, these transactions qualify as party-in-interest transactions. Certain investment related fees are reflected as an offset of net investment income and are not readily determinable. Notes receivable from participants are transactions with participants; these loan transactions qualify as exempt party-in-interest transactions.

8. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated September 16, 2022, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Therefore, no provision for income taxes has been included in the Plan's financial statements.

9. Risk and Uncertainties

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

SUPPLEMENTARY INFORMATION

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

DECEMBER 31, 2023

Participant	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$ 30,390	\$ -	\$ -	\$ -

See independent auditors' report.

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, 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
**	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	*	\$ 33,947,488
**	Prudential Retirement Insurance and Annuity Company	Mid Cap Growth I (Ivy)	*	8,663,469
**	Prudential Retirement Insurance and Annuity Company	SCV/Victory Fund	*	4,372,909
**	Prudential Retirement Insurance and Annuity Company	Prudential Day One® IncomeFlex® Target Balanced Fund	*	2,059,908
**	Prudential Retirement Insurance and Annuity Company	CAPITAL GROUP EP GROWTH	*	23,588,059
	Prudential Mutual Funds	Vanguard U.S. Growth Fund Admiral Shares (VWUAX)	*	870,918
	Prudential Mutual Funds	Vanguard Equity Income Fund Admiral Shares (VEIRX)	*	19,654,457
	Prudential Mutual Funds	Vanguard Selected Value Fund (VASVX)	*	11,985,661
	Prudential Mutual Funds	Vanguard Wellington Fund Admiral Shares (VWENX)	*	7,333,345
	Prudential Mutual Funds	American Funds New Perspective Fund® Class R-6 (RNPGX)	*	3,014,727
	Prudential Mutual Funds	Parnassus Mid Cap Fund Institutional Shares	*	51,769
	Prudential Mutual Funds	VANGUARD INSTITL INDEX	*	30,670,141
	Prudential Mutual Funds	American Funds SMALLCAP World Fund® Class A	*	5,748,919
	Prudential Mutual Funds	Lord Abbett Developing Growth Fund Class R6	*	4,644,567
	Prudential Mutual Funds	Invesco Developing Markets Fund Class R6	*	5,186,459
	Prudential Mutual Funds	Vanguard Real Estate Index Fund Admiral Shares (VGSIX)	*	841,298
	Prudential Mutual Funds	BlackRock Strategic Income Opportunities Portfolio Class K	*	9,840,299
	Prudential Mutual Funds	Vanguard Growth Index Fund Admiral Shares (VIGAX)	*	26,769,548
	Prudential Mutual Funds	Vanguard Small-Cap Value Index Fund Admiral Shares (VSIAX)	*	8,298,579
	Prudential Mutual Funds	Voya Intermediate Bond Fund Class R6	*	10,904,653
	Participant Loans	Interest rates ranging from 3.25% - 9.50%, maturity dates through February 2037	*	4,136,298
				\$ 222,583,471
*	Cost omitted for participant directed accounts plan.			
**	Indicates party-in-interest to the Plan			

See independent auditors' report.

DATE: October 15, 2024

RE: Nitto Americas Inc. 401(k) Retirement Plan 5500 Filing for 2023

The Nitto Americas Inc. 401(K) Retirement Plan 2023 Audit is still in process. We will refile an amended 5500 along with the Auditors Opinion.

Thank you.



NITTO 401(k) RETIREMENT PLAN

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

NITTO 401(k) RETIREMENT PLAN

TABLE OF CONTENTS

	<u>Page No.</u>
INDEPENDENT AUDITORS' REPORT	1 - 4
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 16
SUPPLEMENTARY INFORMATION:	
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	18
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	19

Independent Auditors' Report

To the Plan Administrator
Nitto 401(k) Retirement Plan
Lakewood, New Jersey

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

We have performed an audit of the financial statements of Nitto 401(k) Retirement 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). 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 then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions 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 our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and
- 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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental 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, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Plan Administrator
Nitto 401(k) Retirement Plan
Page four

- The certified investment information in the supplemental schedules agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Mark Nelson LLC

Overland Park, Kansas
December 17, 2024

NITTO 401(k) RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	Assets	
	2023	2022
Non-interest bearing cash	\$ 22	\$ 249
Investments:		
Mutual funds, at fair value	145,815,340	152,188,857
Pooled separate accounts, at fair value	38,684,345	13,864,505
Fully benefit responsive investment, at contract value	33,947,488	34,318,956
Total investments	218,447,173	200,372,318
Receivables:		
Employer contributions	94,014	197,114
Participant contributions	-	140,023
Other contributions	-	599
Notes receivable from participants	4,136,298	4,749,681
Total receivables	4,230,312	5,087,417
Net assets available for benefits	\$ 222,677,507	\$ 205,459,984

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

NITTO 401(k) RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions:

Investment income:

Net appreciation in fair value of investments	\$ 28,847,405
Interest and dividends	<u>3,417,234</u>

Total investment income 32,264,639

Interest income on notes receivable from participants 241,398

Contributions:

Employer	6,422,015
Participants	15,688,914
Rollovers	<u>914,391</u>

Total contributions 23,025,320

Total additions 55,531,357

Deductions:

Benefits paid to participants	23,830,741
Administrative expenses	346,541
Other	<u>23,573</u>

Total deductions 24,200,855

Net increase 31,330,502

Transfer to another plan (14,112,979)

Net assets available for benefits:

Beginning of year 205,459,984

End of year \$ 222,677,507

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Nitto 401(k) Retirement Plan, (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan is a defined contribution savings plan sponsored by Nitto Americas Inc. (“Plan Sponsor”) that covers substantially all employees of Nitto, Inc., Ohio (“Nitto Ohio”), Nitto, Inc., New Jersey (“Nitto New Jersey”), Nitto Automotive, Inc., Missouri (“Nitto Missouri”), Nitto Denko Avidia, Inc., Nitto, Inc., Virginia (“Nitto Virginia”), Nitto, Inc., Kentucky (“Nitto Kentucky”), Hydranautics, Nitto Denko Technical Corporation, Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avidia Pharma Services, Inc., Kinovate Life Sciences, Inc., Nitto, Inc., Alabama (“Nitto Alabama”), and Nitto Advanced Components Jackson (“Nitto Jackson”) collectively the “Employers”. Effective April 2023, the Plan removed from participation Nitto Automotive, Inc., and transferred out \$14,112,979 related to this change.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

b. Eligibility

Employees become eligible to participate in the Plan on the first day of the month coinciding with or immediately following the date the participant has completed two months of service.

c. Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Contributions are subject to certain IRS limitations.

The Plan has elected to allow participants to designate, in accordance with rules prescribed by the administrator, that a portion or all of their 401(k) contributions for each payroll period be treated as Roth 401(k) contributions. Any 401(k) contributions made to the Plan on behalf of a participant shall be allocated to a separate sub-account maintained with respect to such contributions.

The Plan includes a qualified automatic contribution arrangement, pursuant to which all eligible employees are enrolled automatically with a 5% pre-tax contribution rate, unless the employee elects otherwise. These contributions are invested in the Plan’s default investment option. Employees may opt out of the automatic enrollment, stop contributions, modify their contribution rate, or change investment elections at any time. Starting the first year after a participant is automatically enrolled in the Plan, the participant’s pre-tax contribution rate is automatically increased by 1% annually, up to a maximum of 10%. This occurs with the first payroll period in January of each year, and participants may decline these rate increases or elect a different rate.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

c. Contributions (Continued)

The Company may make a safe harbor matching contributions. For the year ended December 31, 2023, the Company matched 100% of the first 3% plus 50% of the next 2% of the participant's eligible compensation. In addition, at the discretion of the Employers, the Plan allows regular matching contributions, true-up matching contributions, qualified matching contributions, qualified nonelective contributions, and nonelective contributions.

d. Participant Accounts

Individual accounts are maintained for each participant. Each participant's account is credited with the participant's contributions and Company discretionary contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

e. Vesting

A participant's vested interest in their 401(k) contributions sub-account, including their separate Roth 401(k) contributions sub-account and separate after-tax 401(k) contributions sub-account, shall be 100% at all times. A participant's vested interest in their qualified nonelective, qualified matching and safe harbor matching contributions sub-accounts shall be 100% at all times.

A participant's vesting schedule is determined by their employer. The following are the various vesting schedules for each participating employer.

The vested interest of a participant who is employed by Nitto Ohio, Nitto Alabama, Nitto New Jersey, Nitto Missouri, or Nitto Advanced Components Jackson in their nonelective contributions sub-account shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who is employed by Nitto Ohio or Nitto Alabama in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	25%
After 3 years	50%
After 4 years	75%
5 years or more	100%

The vested interest of a participant who is employed by Nitto New Jersey in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	20%
After 3 years	100%

The vested interest of a participant who is employed by Nitto Missouri who was hired on or after January 1, 2014 in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who participated in the Nitto Denko AVECIA, Inc. Deferred Compensation Plan as of October 1, 2014 or who formerly participated in the Hydranautics 401(k) Profit Sharing Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who participated in the Nitto Denko Technical Corp., Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avecia Pharma Services, Inc., and Kinovate Life Sciences, Inc. in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times. The vested interest of a participant who formerly participated in the Nitto Kentucky 401(k) Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who formerly participated in the Nitto Virginia 401(k) Profit Sharing Plan and Trust in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	25%
After 2 years	50%
After 3 years	75%
4 years or more	100%

f. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

g. Notes Receivables from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of 50% of their vested account balance not to exceed \$50,000. The loans are collateralized by the balance in the participant's account and bear interest at rates at prime plus 1% as of the date of the transfer, which are commensurate with local prevailing rates as determined by the Plan administrator. Delinquent participant loans are reclassified as distributions based upon terms of the Plan document.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

h. Payment of Benefits

Participants may make complete withdrawals at any time after reaching age 59 ½, termination of employment or financial hardship, subject to certain limitations. If a participant continues employment with the Employers after age 59 ½, the participant shall receive a distribution of the entire amount of their account as of the earlier of their retirement date or as required by the Internal Revenue Code ("IRC"). In the event of the death of a participant, the participant's account is distributed to the participant's beneficiary. All benefit distributions are payable in either a lump sum, installment, or partial distribution.

i. Forfeitures

Participants who terminate employment within any sub-plan will forfeit the non-vested portion of their accounts. The forfeitable portion of a terminated participant's account is applied to pay plan expenses and then used to reduce the Employers' future matching contribution. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$21,503 and \$45,731, respectively. Forfeitures used to offset the Employers' contributions and pay for plan expenses totaled \$64,410 for the year ended December 31, 2023.

j. Administrative Expenses

The Plan sponsor bears substantially all administrative costs of the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's trustee.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

b. Use of Estimates

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the fully benefit-responsive investment at contract. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

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

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

e. Payment of Benefits

Benefits are recorded when paid.

f. Income Taxes

The Plan's income tax filings are subject to examination by various taxing authorities. The Plan's open examination periods are 2020 and forward.

g. Subsequent Events

Subsequent events have been evaluated up to December 17, 2024, the date these financial statements were available to be issued.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities, (level 1), and the lowest priority to unobservable inputs, (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: Valued at the net asset value (NAV) of units of the collective investment trust. The NAV is based on the fair value of the underlying investments and is used as a practical expedient to estimate fair value.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

The following table presents net assets and liabilities that are measures at fair value on a recurring basis at December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 145,815,340	\$ -	\$ -	\$ 145,815,340
Investments measured at net asset value	-	-	-	38,684,345
Total investments at fair value	<u>\$ 145,815,340</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 184,499,685</u>

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 152,188,857	\$ -	\$ -	\$ 152,188,857
Investments measured at net asset value	-	-	-	13,864,505
Total investments at fair value	<u>\$ 152,188,857</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 166,053,362</u>

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 38,684,345	n/a	Daily	Daily

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 13,864,505	n/a	Daily	Daily

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Information Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Empower Annuity Insurance Company and Prudential Bank & Trust, FSB, the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022
- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Interest on notes receivable from participants for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. Investment In Guaranteed Investment Contract

The Plan invests in the Prudential Retirement Insurance and Annuity Company ("PRIAC") Guaranteed Income Fund. This fund is considered a stable value fund and meets the definition of a fully benefit responsive investment contract. PRIAC maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The crediting interest rates are based on an agreed-upon formula with the issuer and are guaranteed for an agreed upon period, usually six months.

Certain events may limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

6. Plan Termination

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

7. Party-In-Interest Transactions

Certain Plan investments are managed by the Trustee and Custodian of the Plan, and therefore, these transactions qualify as party-in-interest transactions. Certain investment related fees are reflected as an offset of net investment income and are not readily determinable. Notes receivable from participants are transactions with participants; these loan transactions qualify as exempt party-in-interest transactions.

8. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated September 16, 2022, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Therefore, no provision for income taxes has been included in the Plan's financial statements.

9. Risk and Uncertainties

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

SUPPLEMENTARY INFORMATION

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

DECEMBER 31, 2023

Participant	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$ 30,390	\$ -	\$ -	\$ -

See independent auditors' report.

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, 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
**	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	*	\$ 33,947,488
**	Prudential Retirement Insurance and Annuity Company	Mid Cap Growth I (Ivy)	*	8,663,469
**	Prudential Retirement Insurance and Annuity Company	SCV/Victory Fund	*	4,372,909
**	Prudential Retirement Insurance and Annuity Company	Prudential Day One® IncomeFlex® Target Balanced Fund	*	2,059,908
**	Prudential Retirement Insurance and Annuity Company	CAPITAL GROUP EP GROWTH	*	23,588,059
	Prudential Mutual Funds	Vanguard U.S. Growth Fund Admiral Shares (VWUAX)	*	870,918
	Prudential Mutual Funds	Vanguard Equity Income Fund Admiral Shares (VEIRX)	*	19,654,457
	Prudential Mutual Funds	Vanguard Selected Value Fund (VASVX)	*	11,985,661
	Prudential Mutual Funds	Vanguard Wellington Fund Admiral Shares (VWENX)	*	7,333,345
	Prudential Mutual Funds	American Funds New Perspective Fund® Class R-6 (RNPGX)	*	3,014,727
	Prudential Mutual Funds	Parnassus Mid Cap Fund Institutional Shares	*	51,769
	Prudential Mutual Funds	VANGUARD INSTITL INDEX	*	30,670,141
	Prudential Mutual Funds	American Funds SMALLCAP World Fund® Class A	*	5,748,919
	Prudential Mutual Funds	Lord Abbett Developing Growth Fund Class R6	*	4,644,567
	Prudential Mutual Funds	Invesco Developing Markets Fund Class R6	*	5,186,459
	Prudential Mutual Funds	Vanguard Real Estate Index Fund Admiral Shares (VGSIX)	*	841,298
	Prudential Mutual Funds	BlackRock Strategic Income Opportunities Portfolio Class K	*	9,840,299
	Prudential Mutual Funds	Vanguard Growth Index Fund Admiral Shares (VIGAX)	*	26,769,548
	Prudential Mutual Funds	Vanguard Small-Cap Value Index Fund Admiral Shares (VSIAX)	*	8,298,579
	Prudential Mutual Funds	Voya Intermediate Bond Fund Class R6	*	10,904,653
	Participant Loans	Interest rates ranging from 3.25% - 9.50%, maturity dates through February 2037	*	4,136,298
				\$ 222,583,471
*	Cost omitted for participant directed accounts plan.			
**	Indicates party-in-interest to the Plan			

See independent auditors' report.



NITTO 401(k) RETIREMENT PLAN

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

NITTO 401(k) RETIREMENT PLAN

TABLE OF CONTENTS

	<u>Page No.</u>
INDEPENDENT AUDITORS' REPORT	1 - 4
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 16
SUPPLEMENTARY INFORMATION:	
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	18
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	19

Independent Auditors' Report

To the Plan Administrator
Nitto 401(k) Retirement Plan
Lakewood, New Jersey

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

We have performed an audit of the financial statements of Nitto 401(k) Retirement 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). 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 then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions 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 our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and
- 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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental 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, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Plan Administrator
Nitto 401(k) Retirement Plan
Page four

- The certified investment information in the supplemental schedules agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Mark Nelson LLC

Overland Park, Kansas
December 17, 2024

NITTO 401(k) RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	Assets	
	<u>2023</u>	<u>2022</u>
Non-interest bearing cash	\$ 22	\$ 249
Investments:		
Mutual funds, at fair value	145,815,340	152,188,857
Pooled separate accounts, at fair value	38,684,345	13,864,505
Fully benefit responsive investment, at contract value	<u>33,947,488</u>	<u>34,318,956</u>
Total investments	218,447,173	200,372,318
Receivables:		
Employer contributions	94,014	197,114
Participant contributions	-	140,023
Other contributions	-	599
Notes receivable from participants	<u>4,136,298</u>	<u>4,749,681</u>
Total receivables	<u>4,230,312</u>	<u>5,087,417</u>
Net assets available for benefits	<u>\$ 222,677,507</u>	<u>\$ 205,459,984</u>

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

NITTO 401(k) RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions:

Investment income:

Net appreciation in fair value of investments	\$ 28,847,405
Interest and dividends	<u>3,417,234</u>

Total investment income 32,264,639

Interest income on notes receivable from participants 241,398

Contributions:

Employer	6,422,015
Participants	15,688,914
Rollovers	<u>914,391</u>

Total contributions 23,025,320

Total additions 55,531,357

Deductions:

Benefits paid to participants	23,830,741
Administrative expenses	346,541
Other	<u>23,573</u>

Total deductions 24,200,855

Net increase 31,330,502

Transfer to another plan (14,112,979)

Net assets available for benefits:

Beginning of year 205,459,984

End of year \$ 222,677,507

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Nitto 401(k) Retirement Plan, (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan is a defined contribution savings plan sponsored by Nitto Americas Inc. (“Plan Sponsor”) that covers substantially all employees of Nitto, Inc., Ohio (“Nitto Ohio”), Nitto, Inc., New Jersey (“Nitto New Jersey”), Nitto Automotive, Inc., Missouri (“Nitto Missouri”), Nitto Denko Avidia, Inc., Nitto, Inc., Virginia (“Nitto Virginia”), Nitto, Inc., Kentucky (“Nitto Kentucky”), Hydranautics, Nitto Denko Technical Corporation, Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avidia Pharma Services, Inc., Kinovate Life Sciences, Inc., Nitto, Inc., Alabama (“Nitto Alabama”), and Nitto Advanced Components Jackson (“Nitto Jackson”) collectively the “Employers”. Effective April 2023, the Plan removed from participation Nitto Automotive, Inc., and transferred out \$14,112,979 related to this change.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

b. Eligibility

Employees become eligible to participate in the Plan on the first day of the month coinciding with or immediately following the date the participant has completed two months of service.

c. Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Contributions are subject to certain IRS limitations.

The Plan has elected to allow participants to designate, in accordance with rules prescribed by the administrator, that a portion or all of their 401(k) contributions for each payroll period be treated as Roth 401(k) contributions. Any 401(k) contributions made to the Plan on behalf of a participant shall be allocated to a separate sub-account maintained with respect to such contributions.

The Plan includes a qualified automatic contribution arrangement, pursuant to which all eligible employees are enrolled automatically with a 5% pre-tax contribution rate, unless the employee elects otherwise. These contributions are invested in the Plan’s default investment option. Employees may opt out of the automatic enrollment, stop contributions, modify their contribution rate, or change investment elections at any time. Starting the first year after a participant is automatically enrolled in the Plan, the participant’s pre-tax contribution rate is automatically increased by 1% annually, up to a maximum of 10%. This occurs with the first payroll period in January of each year, and participants may decline these rate increases or elect a different rate.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

c. Contributions (Continued)

The Company may make a safe harbor matching contributions. For the year ended December 31, 2023, the Company matched 100% of the first 3% plus 50% of the next 2% of the participant's eligible compensation. In addition, at the discretion of the Employers, the Plan allows regular matching contributions, true-up matching contributions, qualified matching contributions, qualified nonelective contributions, and nonelective contributions.

d. Participant Accounts

Individual accounts are maintained for each participant. Each participant's account is credited with the participant's contributions and Company discretionary contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

e. Vesting

A participant's vested interest in their 401(k) contributions sub-account, including their separate Roth 401(k) contributions sub-account and separate after-tax 401(k) contributions sub-account, shall be 100% at all times. A participant's vested interest in their qualified nonelective, qualified matching and safe harbor matching contributions sub-accounts shall be 100% at all times.

A participant's vesting schedule is determined by their employer. The following are the various vesting schedules for each participating employer.

The vested interest of a participant who is employed by Nitto Ohio, Nitto Alabama, Nitto New Jersey, Nitto Missouri, or Nitto Advanced Components Jackson in their nonelective contributions sub-account shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who is employed by Nitto Ohio or Nitto Alabama in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	25%
After 3 years	50%
After 4 years	75%
5 years or more	100%

The vested interest of a participant who is employed by Nitto New Jersey in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	20%
After 3 years	100%

The vested interest of a participant who is employed by Nitto Missouri who was hired on or after January 1, 2014 in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who participated in the Nitto Denko AVECIA, Inc. Deferred Compensation Plan as of October 1, 2014 or who formerly participated in the Hydranautics 401(k) Profit Sharing Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who participated in the Nitto Denko Technical Corp., Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avecia Pharma Services, Inc., and Kinovate Life Sciences, Inc. in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times. The vested interest of a participant who formerly participated in the Nitto Kentucky 401(k) Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who formerly participated in the Nitto Virginia 401(k) Profit Sharing Plan and Trust in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	25%
After 2 years	50%
After 3 years	75%
4 years or more	100%

f. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

g. Notes Receivables from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of 50% of their vested account balance not to exceed \$50,000. The loans are collateralized by the balance in the participant's account and bear interest at rates at prime plus 1% as of the date of the transfer, which are commensurate with local prevailing rates as determined by the Plan administrator. Delinquent participant loans are reclassified as distributions based upon terms of the Plan document.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

h. Payment of Benefits

Participants may make complete withdrawals at any time after reaching age 59 ½, termination of employment or financial hardship, subject to certain limitations. If a participant continues employment with the Employers after age 59 ½, the participant shall receive a distribution of the entire amount of their account as of the earlier of their retirement date or as required by the Internal Revenue Code ("IRC"). In the event of the death of a participant, the participant's account is distributed to the participant's beneficiary. All benefit distributions are payable in either a lump sum, installment, or partial distribution.

i. Forfeitures

Participants who terminate employment within any sub-plan will forfeit the non-vested portion of their accounts. The forfeitable portion of a terminated participant's account is applied to pay plan expenses and then used to reduce the Employers' future matching contribution. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$21,503 and \$45,731, respectively. Forfeitures used to offset the Employers' contributions and pay for plan expenses totaled \$64,410 for the year ended December 31, 2023.

j. Administrative Expenses

The Plan sponsor bears substantially all administrative costs of the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's trustee.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

b. Use of Estimates

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the fully benefit-responsive investment at contract. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

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

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

e. Payment of Benefits

Benefits are recorded when paid.

f. Income Taxes

The Plan's income tax filings are subject to examination by various taxing authorities. The Plan's open examination periods are 2020 and forward.

g. Subsequent Events

Subsequent events have been evaluated up to December 17, 2024, the date these financial statements were available to be issued.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities, (level 1), and the lowest priority to unobservable inputs, (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: Valued at the net asset value (NAV) of units of the collective investment trust. The NAV is based on the fair value of the underlying investments and is used as a practical expedient to estimate fair value.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

The following table presents net assets and liabilities that are measures at fair value on a recurring basis at December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 145,815,340	\$ -	\$ -	\$ 145,815,340
Investments measured at net asset value	-	-	-	38,684,345
Total investments at fair value	\$ 145,815,340	\$ -	\$ -	\$ 184,499,685

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 152,188,857	\$ -	\$ -	\$ 152,188,857
Investments measured at net asset value	-	-	-	13,864,505
Total investments at fair value	\$ 152,188,857	\$ -	\$ -	\$ 166,053,362

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 38,684,345	n/a	Daily	Daily

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 13,864,505	n/a	Daily	Daily

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Information Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Empower Annuity Insurance Company and Prudential Bank & Trust, FSB, the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022
- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Interest on notes receivable from participants for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. Investment In Guaranteed Investment Contract

The Plan invests in the Prudential Retirement Insurance and Annuity Company ("PRIAC") Guaranteed Income Fund. This fund is considered a stable value fund and meets the definition of a fully benefit responsive investment contract. PRIAC maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The crediting interest rates are based on an agreed-upon formula with the issuer and are guaranteed for an agreed upon period, usually six months.

Certain events may limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

6. Plan Termination

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

7. Party-In-Interest Transactions

Certain Plan investments are managed by the Trustee and Custodian of the Plan, and therefore, these transactions qualify as party-in-interest transactions. Certain investment related fees are reflected as an offset of net investment income and are not readily determinable. Notes receivable from participants are transactions with participants; these loan transactions qualify as exempt party-in-interest transactions.

8. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated September 16, 2022, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Therefore, no provision for income taxes has been included in the Plan's financial statements.

9. Risk and Uncertainties

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

SUPPLEMENTARY INFORMATION

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

DECEMBER 31, 2023

Participant	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$ 30,390	\$ -	\$ -	\$ -

See independent auditors' report.

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, 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
**	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	*	\$ 33,947,488
**	Prudential Retirement Insurance and Annuity Company	Mid Cap Growth I (Ivy)	*	8,663,469
**	Prudential Retirement Insurance and Annuity Company	SCV/Victory Fund	*	4,372,909
**	Prudential Retirement Insurance and Annuity Company	Prudential Day One® IncomeFlex® Target Balanced Fund	*	2,059,908
**	Prudential Retirement Insurance and Annuity Company	CAPITAL GROUP EP GROWTH	*	23,588,059
	Prudential Mutual Funds	Vanguard U.S. Growth Fund Admiral Shares (VWUAX)	*	870,918
	Prudential Mutual Funds	Vanguard Equity Income Fund Admiral Shares (VEIRX)	*	19,654,457
	Prudential Mutual Funds	Vanguard Selected Value Fund (VASVX)	*	11,985,661
	Prudential Mutual Funds	Vanguard Wellington Fund Admiral Shares (VWENX)	*	7,333,345
	Prudential Mutual Funds	American Funds New Perspective Fund® Class R-6 (RNPGX)	*	3,014,727
	Prudential Mutual Funds	Parnassus Mid Cap Fund Institutional Shares	*	51,769
	Prudential Mutual Funds	VANGUARD INSTITL INDEX	*	30,670,141
	Prudential Mutual Funds	American Funds SMALLCAP World Fund® Class A	*	5,748,919
	Prudential Mutual Funds	Lord Abbett Developing Growth Fund Class R6	*	4,644,567
	Prudential Mutual Funds	Invesco Developing Markets Fund Class R6	*	5,186,459
	Prudential Mutual Funds	Vanguard Real Estate Index Fund Admiral Shares (VGSIX)	*	841,298
	Prudential Mutual Funds	BlackRock Strategic Income Opportunities Portfolio Class K	*	9,840,299
	Prudential Mutual Funds	Vanguard Growth Index Fund Admiral Shares (VIGAX)	*	26,769,548
	Prudential Mutual Funds	Vanguard Small-Cap Value Index Fund Admiral Shares (VSIAX)	*	8,298,579
	Prudential Mutual Funds	Voya Intermediate Bond Fund Class R6	*	10,904,653
	Participant Loans	Interest rates ranging from 3.25% - 9.50%, maturity dates through February 2037	*	4,136,298
				\$ 222,583,471
*	Cost omitted for participant directed accounts plan.			
**	Indicates party-in-interest to the Plan			

See independent auditors' report.



NITTO 401(k) RETIREMENT PLAN

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

NITTO 401(k) RETIREMENT PLAN

TABLE OF CONTENTS

	<u>Page No.</u>
INDEPENDENT AUDITORS' REPORT	1 - 4
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 16
SUPPLEMENTARY INFORMATION:	
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions	18
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)	19

Independent Auditors' Report

To the Plan Administrator
Nitto 401(k) Retirement Plan
Lakewood, New Jersey

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

We have performed an audit of the financial statements of Nitto 401(k) Retirement 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). 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 then ended, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions 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 our opinion, based on our audits and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section:

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and
- 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

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental 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, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

To the Plan Administrator
Nitto 401(k) Retirement Plan
Page four

- The certified investment information in the supplemental schedules agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Mark Nelson LLC

Overland Park, Kansas
December 17, 2024

NITTO 401(k) RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	Assets	
	2023	2022
Non-interest bearing cash	\$ 22	\$ 249
Investments:		
Mutual funds, at fair value	145,815,340	152,188,857
Pooled separate accounts, at fair value	38,684,345	13,864,505
Fully benefit responsive investment, at contract value	33,947,488	34,318,956
Total investments	218,447,173	200,372,318
Receivables:		
Employer contributions	94,014	197,114
Participant contributions	-	140,023
Other contributions	-	599
Notes receivable from participants	4,136,298	4,749,681
Total receivables	4,230,312	5,087,417
Net assets available for benefits	\$ 222,677,507	\$ 205,459,984

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

NITTO 401(k) RETIREMENT PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions:

Investment income:

Net appreciation in fair value of investments	\$ 28,847,405
Interest and dividends	<u>3,417,234</u>

Total investment income 32,264,639

Interest income on notes receivable from participants 241,398

Contributions:

Employer	6,422,015
Participants	15,688,914
Rollovers	<u>914,391</u>

Total contributions 23,025,320

Total additions 55,531,357

Deductions:

Benefits paid to participants	23,830,741
Administrative expenses	346,541
Other	<u>23,573</u>

Total deductions 24,200,855

Net increase 31,330,502

Transfer to another plan (14,112,979)

Net assets available for benefits:

Beginning of year	<u>205,459,984</u>
End of year	<u><u>\$ 222,677,507</u></u>

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Nitto 401(k) Retirement Plan, (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan is a defined contribution savings plan sponsored by Nitto Americas Inc. (“Plan Sponsor”) that covers substantially all employees of Nitto, Inc., Ohio (“Nitto Ohio”), Nitto, Inc., New Jersey (“Nitto New Jersey”), Nitto Automotive, Inc., Missouri (“Nitto Missouri”), Nitto Denko Avidia, Inc., Nitto, Inc., Virginia (“Nitto Virginia”), Nitto, Inc., Kentucky (“Nitto Kentucky”), Hydranautics, Nitto Denko Technical Corporation, Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avidia Pharma Services, Inc., Kinovate Life Sciences, Inc., Nitto, Inc., Alabama (“Nitto Alabama”), and Nitto Advanced Components Jackson (“Nitto Jackson”) collectively the “Employers”. Effective April 2023, the Plan removed from participation Nitto Automotive, Inc., and transferred out \$14,112,979 related to this change.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

b. Eligibility

Employees become eligible to participate in the Plan on the first day of the month coinciding with or immediately following the date the participant has completed two months of service.

c. Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Contributions are subject to certain IRS limitations.

The Plan has elected to allow participants to designate, in accordance with rules prescribed by the administrator, that a portion or all of their 401(k) contributions for each payroll period be treated as Roth 401(k) contributions. Any 401(k) contributions made to the Plan on behalf of a participant shall be allocated to a separate sub-account maintained with respect to such contributions.

The Plan includes a qualified automatic contribution arrangement, pursuant to which all eligible employees are enrolled automatically with a 5% pre-tax contribution rate, unless the employee elects otherwise. These contributions are invested in the Plan’s default investment option. Employees may opt out of the automatic enrollment, stop contributions, modify their contribution rate, or change investment elections at any time. Starting the first year after a participant is automatically enrolled in the Plan, the participant’s pre-tax contribution rate is automatically increased by 1% annually, up to a maximum of 10%. This occurs with the first payroll period in January of each year, and participants may decline these rate increases or elect a different rate.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

c. Contributions (Continued)

The Company may make a safe harbor matching contributions. For the year ended December 31, 2023, the Company matched 100% of the first 3% plus 50% of the next 2% of the participant's eligible compensation. In addition, at the discretion of the Employers, the Plan allows regular matching contributions, true-up matching contributions, qualified matching contributions, qualified nonelective contributions, and nonelective contributions.

d. Participant Accounts

Individual accounts are maintained for each participant. Each participant's account is credited with the participant's contributions and Company discretionary contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

e. Vesting

A participant's vested interest in their 401(k) contributions sub-account, including their separate Roth 401(k) contributions sub-account and separate after-tax 401(k) contributions sub-account, shall be 100% at all times. A participant's vested interest in their qualified nonelective, qualified matching and safe harbor matching contributions sub-accounts shall be 100% at all times.

A participant's vesting schedule is determined by their employer. The following are the various vesting schedules for each participating employer.

The vested interest of a participant who is employed by Nitto Ohio, Nitto Alabama, Nitto New Jersey, Nitto Missouri, or Nitto Advanced Components Jackson in their nonelective contributions sub-account shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who is employed by Nitto Ohio or Nitto Alabama in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	25%
After 3 years	50%
After 4 years	75%
5 years or more	100%

The vested interest of a participant who is employed by Nitto New Jersey in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 2 years	0%
After 2 years	20%
After 3 years	100%

The vested interest of a participant who is employed by Nitto Missouri who was hired on or after January 1, 2014 in their regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who participated in the Nitto Denko AVECIA, Inc. Deferred Compensation Plan as of October 1, 2014 or who formerly participated in the Hydranautics 401(k) Profit Sharing Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

e. Vesting (Continued)

The vested interest of a participant who participated in the Nitto Denko Technical Corp., Nitto Innovations, Inc., Nitto BioPharma, Inc., Nitto Avecia Pharma Services, Inc., and Kinovate Life Sciences, Inc. in their nonelective and regular and true-up matching contributions sub-accounts shall be 100% at all times. The vested interest of a participant who formerly participated in the Nitto Kentucky 401(k) Plan in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	20%
After 2 years	40%
After 3 years	60%
After 4 years	80%
5 years or more	100%

The vested interest of a participant who formerly participated in the Nitto Virginia 401(k) Profit Sharing Plan and Trust in their nonelective and regular and true-up matching contributions sub-accounts shall be determined in accordance with the following schedule:

Years of Vesting Service	Vested Percentage
Less than 1 year	0%
After 1 year	25%
After 2 years	50%
After 3 years	75%
4 years or more	100%

f. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

g. Notes Receivables from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of 50% of their vested account balance not to exceed \$50,000. The loans are collateralized by the balance in the participant's account and bear interest at rates at prime plus 1% as of the date of the transfer, which are commensurate with local prevailing rates as determined by the Plan administrator. Delinquent participant loans are reclassified as distributions based upon terms of the Plan document.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

h. Payment of Benefits

Participants may make complete withdrawals at any time after reaching age 59 ½, termination of employment or financial hardship, subject to certain limitations. If a participant continues employment with the Employers after age 59 ½, the participant shall receive a distribution of the entire amount of their account as of the earlier of their retirement date or as required by the Internal Revenue Code ("IRC"). In the event of the death of a participant, the participant's account is distributed to the participant's beneficiary. All benefit distributions are payable in either a lump sum, installment, or partial distribution.

i. Forfeitures

Participants who terminate employment within any sub-plan will forfeit the non-vested portion of their accounts. The forfeitable portion of a terminated participant's account is applied to pay plan expenses and then used to reduce the Employers' future matching contribution. At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$21,503 and \$45,731, respectively. Forfeitures used to offset the Employers' contributions and pay for plan expenses totaled \$64,410 for the year ended December 31, 2023.

j. Administrative Expenses

The Plan sponsor bears substantially all administrative costs of the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's trustee.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

b. Use of Estimates

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

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the fully benefit-responsive investment at contract. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

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

d. Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

e. Payment of Benefits

Benefits are recorded when paid.

f. Income Taxes

The Plan's income tax filings are subject to examination by various taxing authorities. The Plan's open examination periods are 2020 and forward.

g. Subsequent Events

Subsequent events have been evaluated up to December 17, 2024, the date these financial statements were available to be issued.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities, (level 1), and the lowest priority to unobservable inputs, (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: Valued at the net asset value (NAV) of units of the collective investment trust. The NAV is based on the fair value of the underlying investments and is used as a practical expedient to estimate fair value.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

The following table presents net assets and liabilities that are measures at fair value on a recurring basis at December 31:

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 145,815,340	\$ -	\$ -	\$ 145,815,340
Investments measured at net asset value	-	-	-	38,684,345
Total investments at fair value	\$ 145,815,340	\$ -	\$ -	\$ 184,499,685

	2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 152,188,857	\$ -	\$ -	\$ 152,188,857
Investments measured at net asset value	-	-	-	13,864,505
Total investments at fair value	\$ 152,188,857	\$ -	\$ -	\$ 166,053,362

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 38,684,345	n/a	Daily	Daily

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (If Currently Eligible)	Redemption Notice Period
Pooled separate accounts	\$ 13,864,505	n/a	Daily	Daily

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Information Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Empower Annuity Insurance Company and Prudential Bank & Trust, FSB, the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022
- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Interest on notes receivable from participants for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

5. Investment In Guaranteed Investment Contract

The Plan invests in the Prudential Retirement Insurance and Annuity Company ("PRIAC") Guaranteed Income Fund. This fund is considered a stable value fund and meets the definition of a fully benefit responsive investment contract. PRIAC maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The crediting interest rates are based on an agreed-upon formula with the issuer and are guaranteed for an agreed upon period, usually six months.

Certain events may limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that the occurrence of any such value event, which would limit the Plan's ability to transact at contract value with participants, is probable.

NITTO 401(k) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

6. Plan Termination

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

7. Party-In-Interest Transactions

Certain Plan investments are managed by the Trustee and Custodian of the Plan, and therefore, these transactions qualify as party-in-interest transactions. Certain investment related fees are reflected as an offset of net investment income and are not readily determinable. Notes receivable from participants are transactions with participants; these loan transactions qualify as exempt party-in-interest transactions.

8. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated September 16, 2022, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Therefore, no provision for income taxes has been included in the Plan's financial statements.

9. Risk and Uncertainties

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

SUPPLEMENTARY INFORMATION

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

DECEMBER 31, 2023

Participant	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$ 30,390	\$ -	\$ -	\$ -

See independent auditors' report.

NITTO 401(k) RETIREMENT PLAN

FEIN: 13-2623346, 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
**	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	*	\$ 33,947,488
**	Prudential Retirement Insurance and Annuity Company	Mid Cap Growth I (Ivy)	*	8,663,469
**	Prudential Retirement Insurance and Annuity Company	SCV/Victory Fund	*	4,372,909
**	Prudential Retirement Insurance and Annuity Company	Prudential Day One® IncomeFlex® Target Balanced Fund	*	2,059,908
**	Prudential Retirement Insurance and Annuity Company	CAPITAL GROUP EP GROWTH	*	23,588,059
	Prudential Mutual Funds	Vanguard U.S. Growth Fund Admiral Shares (VWUAX)	*	870,918
	Prudential Mutual Funds	Vanguard Equity Income Fund Admiral Shares (VEIRX)	*	19,654,457
	Prudential Mutual Funds	Vanguard Selected Value Fund (VASVX)	*	11,985,661
	Prudential Mutual Funds	Vanguard Wellington Fund Admiral Shares (VWENX)	*	7,333,345
	Prudential Mutual Funds	American Funds New Perspective Fund® Class R-6 (RNPGX)	*	3,014,727
	Prudential Mutual Funds	Parnassus Mid Cap Fund Institutional Shares	*	51,769
	Prudential Mutual Funds	VANGUARD INSTITL INDEX	*	30,670,141
	Prudential Mutual Funds	American Funds SMALLCAP World Fund® Class A	*	5,748,919
	Prudential Mutual Funds	Lord Abbett Developing Growth Fund Class R6	*	4,644,567
	Prudential Mutual Funds	Invesco Developing Markets Fund Class R6	*	5,186,459
	Prudential Mutual Funds	Vanguard Real Estate Index Fund Admiral Shares (VGSIX)	*	841,298
	Prudential Mutual Funds	BlackRock Strategic Income Opportunities Portfolio Class K	*	9,840,299
	Prudential Mutual Funds	Vanguard Growth Index Fund Admiral Shares (VIGAX)	*	26,769,548
	Prudential Mutual Funds	Vanguard Small-Cap Value Index Fund Admiral Shares (VSIAX)	*	8,298,579
	Prudential Mutual Funds	Voya Intermediate Bond Fund Class R6	*	10,904,653
	Participant Loans	Interest rates ranging from 3.25% - 9.50%, maturity dates through February 2037	*	4,136,298
				\$ 222,583,471
*	Cost omitted for participant directed accounts plan.			
**	Indicates party-in-interest to the Plan			

See independent auditors' report.