

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

Part II	Basic Plan Information—enter all requested information
1a	Name of plan LINCOTEK US 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 09/01/2011
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) TURBOCOATING CORP. 1928 MAIN AVE SE HICKORY, NC 28602
2b	Employer Identification Number (EIN) 99-0362534
2c	Plan Sponsor's telephone number 859-583-1748
2d	Business code (see instructions) 333610

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.	01/16/2025	MARIA ARTEAGA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 587
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) 431 6a(2) 596 6b 1 6c 170 6d 767 6e 0 6f 767 6g(1) 448 6g(2) 512 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:

2A 2E 2F 2G 2J 2K 2T 3D 3H 2U

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LINCOTEK US 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TURBOCOATING CORP.	D Employer Identification Number (EIN) 99-0362534	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	25982	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(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 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 LINCOTEK US 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TURBOCOATING CORP.		
		D Employer Identification Number (EIN) 99-0362534

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	396918	546885
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	534943	573671
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	22841588	27318555
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	23773449	28439111
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	23773449	28439111

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)	1013107	
(B) Participants	2a(1)(B)	1536249	
(C) Others (including rollovers)	2a(1)(C)	125432	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2674788
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	23689	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	33664	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		57353
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	567009	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		567009
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		3575298
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		6874448

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4187230	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		4187230
f Corrective distributions (see instructions)	2f		4957
g Certain deemed distributions of participant loans (see instructions)	2g		3037
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	25982	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	3820	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		29802
j Total expenses. Add all expense amounts in column (b) and enter total	2j		4225026

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2649422
l Transfers of assets:			
(1) To this plan	2l(1)		2016240
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **FUNARO & CO, P.C.**

(2) EIN: **13-2871428**

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.)	☒	☐	956707
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☒	☐	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☒	☐	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan LINCOTEK US 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TURBOCOATING CORP.	D Employer Identification Number (EIN) 99-0362534

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

SCHEDULE MEP (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	MULTIPLE-EMPLOYER RETIREMENT PLAN 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
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LINCOTEK US 401(K) PLAN	B Three-digit Plan number (PN) ►	001
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF TURBOCOATING CORP.	D Administrator's EIN 99-0362534	

Part I	Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.
---------------	---

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- a** ☒ association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b** ☐ professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c** ☐ pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d** ☐ other multiple-employer pension plan (Describe) _____ (Complete Part II)

Part II	Participating Employer Information.
----------------	--

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. **Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).**

2a Name of Participating Employer LINCOTEK MEDICAL, LLC	2b EIN 61-1710126	2c Percentage of Total Contributions for the Plan Year 45.77	2d Aggregate Account Balances Attributable to Participating Employer 14831360
2a Name of Participating Employer TURBOCOATING CORP. DBA LINCOTEK SURFACE SOLUTIONS	2b EIN 99-0362534	2c Percentage of Total Contributions for the Plan Year 19.62	2d Aggregate Account Balances Attributable to Participating Employer 2488686

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e Does the plan include any individuals not participating through an employer or who are individual working owners?	2e	☒ Yes ☐ No
2f If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	2f	0.0
2g If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	2g	5706143

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

**Schedule MEP (2023)
v. 230728**

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan.

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
SURFACE DYNAMICS DBA LINCOTEK MEDICAL	45-1272130	14.51	1576587
RIEPEN, LLC DBA DANCO MEDICAL	26-3196300	10.08	2207477
ADVANCED CERAMIC COATINGS, LLC	47-2611706	10.02	1090022
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

Part III

Pooled Employer Plan Information

Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

- 3a

Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44)

☐ Yes ☐ No
- 3b

If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID

LINCOTEK US 401(K) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
Lincotek US 401(k) Plan

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

We have performed audits of the accompanying financial statements of Lincotek US 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Lincotek US 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

(Cont.)

NEW YORK | MIAMI | LOS ANGELES | MILAN | ROME | BARI | FRANKFURT

Funaro & Co., P.C. ■ Empire State Building ■ 350 Fifth Avenue, 41st Floor, New York, NY 10118 ■ **Phone** (212) 947-3333 ■ **Fax** (212) 947-4725 ■ **www.funaro.com**





Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- 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 Lincotek US 401(k) 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

(Cont.)



Responsibilities of Management for the Financial Statements (Continued)

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 Lincotek US 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of 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.

(Cont.)



Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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 Lincotek US 401(k) 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 Lincotek US 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

(Cont.)



Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Loan Repayments, and Assets Held for Investment Purposes as of and for the year ended December 31, 2023, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

(Cont.)



Supplemental Schedules Required by ERISA (Continued)

In our opinion:

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

Funaro & Co., P.C.

New York, N.Y.

January 8, 2025

LINCOTEK US 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

ASSETS

	<u>2023</u>	<u>2022</u>
Investments at fair market value		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	<u>27,318,555</u>	<u>22,841,588</u>
Total investments at fair market value	<u>27,865,440</u>	<u>23,238,506</u>
Receivables		
Due to Plan - in transit	99,791	
Participants' contributions	43,984	3,098
Employer's contributions	20,334	1,572
Notes receivable - in transit		139
Notes receivable from participants	<u>573,671</u>	<u>534,804</u>
Total receivables	<u>737,780</u>	<u>539,613</u>
Total assets	<u>28,603,220</u>	<u>23,778,119</u>
Liabilities		
Excess contribution refundable	<u>807</u>	
Total net assets available for benefits	<u>\$ 28,602,413</u>	<u>\$ 23,778,119</u>

LINCOTEK US 401(K) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2023

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 590,698
Interest income on notes receivable from participants	33,664
Net appreciation in fair value of investments	<u>3,575,298</u>

Total investment income 4,199,660

Contributions

Participants	1,577,135
Employer	1,031,869
Participant rollovers	<u>125,432</u>

Total contributions 2,734,436

Total additions 6,934,096

Deductions from net assets attributed to:

Benefits paid to participants	4,187,230
Corrective distributions	5,764
Deemed distribution of participant loans	3,037
Administrative fees	<u>29,802</u>

Total deductions 4,225,833

Net increase in assets available for benefits 2,708,263

Transfer of Plan assets due to merger 2,116,031

Net assets available for benefits - beginning of year 23,778,119

Net assets available for benefits - end of year \$ 28,602,413

See independent auditor's report and notes to financial statements.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN

The following description of the Lincotek US 401(k) Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

On November 22, 2021, the Board of Directors of Turbocoating Corp. ("the Company") dba Lincotek Surface Solutions, approved the merger of the Advanced Ceramic Coatings 401(k) Plan, the Lincotek Medical 401(k) Plan, and the Lincotek 401(k) plan into the Turbocoating Corp. 401(k) plan (the "Turbocoating Plan"). On November 17, 2021, the Board of Directors of Surface Dynamics LLC dba Lincotek Medical (a subsidiary of Lincotek Medical LLC), approved the merger of the Lincotek Medical 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek Medical 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On November 22, 2021, the sole manager of Lincotek Medical LLC approved the merger of the Lincotek US 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek US 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On December 9, 2021, the Board of Directors of a subsidiary of Lincotek Medical LLC, Advanced Ceramic Coatings, LLC (dba Lincotek Medical), approved the merger of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, As a result, all assets of the Advanced Ceramic Coatings 401(k) Plan were transferred into the Turbocoating Plan on January 4, 2022. Advanced Ceramic Coatings, LCC (EIN: 47-2611706) is owned in part by General Electric. The addition of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan changed the Turbocoating Plan from a single employer plan to a Multiple-Employer Plan (MEP).

Turbocoating Plan changed its name to the Lincotek US 401(k) Plan (the "Plan") effective January 1, 2022.

In February of 2022, Lincotek Group acquired a majority stake in Riepen LLC. A spin-off of Riepen LLC plan assets occurred with the majority of the assets being transferred to the Lincotek US 401(k) Plan. The remainder of the assets were expected to be transferred after the plan year ended December 31, 2023. Employees of Riepen LLC became eligible to participate in the Plan as of January 1, 2023. A receivable is reflected in the statement of net assets available for benefit for these assets that were funded in 2024.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all employees, as defined, of the Company. An eligible employee of the Company has reached the age of 18 and completed 3 months of service. Employees' effective entry date is the first day of each month following the actual day eligibility is achieved. A month of service is defined as a month in which an employee has worked at least 1 hour. An hour of service is any hour for which an employee is paid or is entitled to payment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

The Plan investments are administered and held in trust by the Plan's trustee, Fidelity Management Trust Company. Fidelity Management & Research Company is the recordkeeper of the Plan.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 80% of pre-tax annual earnings, subject to the Internal Revenue Code ("IRC") Rules and Regulations. A participant may change his salary reduction agreement at the beginning of each payroll period. A participant may irrevocably designate that a portion of all deferral contributions made as Roth 401(k) contributions that are includable in the participant's gross income at the time deferred.

b. The Company has elected to make a safe harbor matching contribution to the Plan in an amount equal to 100% on the first 3% and 50% of the next 2% of an eligible participant's compensation during the Plan year. Matching contributions occur each payroll period.

c. The Company may at plan year end make an additional matching employer contribution on behalf of eligible participants or a group of eligible participants. This contribution may be designated as a qualified matching employer contribution for participants considered non-highly compensated employees.

d. The Company may make discretionary nonelective employer contributions on behalf of its eligible participants following an allocation method whereby each eligible participant is considered his/her own allocation group and the amount allocated to each group is at the Employer's discretion. Eligible participants are employed by the Company on the last day of the plan year. The specific categories of "eligible" Participants should be such that resulting allocations are provided pursuant to a definite predetermined formula that complies with Treasury Regulations Section 1.401-1(b)(1)(ii).

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

The Company did not make any discretionary nonelective employer contributions in 2023 and 2022.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2023 was \$7,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and the Plan earnings (losses), and charged with an allocation of administrative expenses during the Plan year. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All significant costs of plan administration are being absorbed by the employer.

Investment options consist of mutual funds.

4. Vesting

A participant is immediately 100% vested in his or her own deferral and rollover contributions as well as all employer nonelective, matching, qualified matching, qualified nonelective, and safe harbor matching contributions.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. Early withdrawals are permitted at the request of a participant after the age of 59-1/2. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals are also permitted, as defined in the Plan document, subject to a \$500 minimum amount.

Benefits will be distributed by a single lump-sum payment, or any other optional form of distribution available under the Plan. Distributions shall be made as soon as reasonably practicable following a distribution request. Participant consent is required only for distributions over \$7,000.

6. Loans and withdrawals

A participant may elect to receive a loan in an amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested account. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation in each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Any forfeitures will be applied first to reduce employer's contributions at the end of the plan year. Any remaining balance of forfeitures will be applied to pay Plan expenses. During 2023, \$12,884 of forfeitures were transferred in as result of a merger of Plan assets.

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$19,939 and \$2,966, respectively, and were included in the statement of net assets available for benefits. If forfeited credits were excluded from the investments, the total net assets available for benefits would be \$(20,746) and \$(2,966) at December 31, 2023 and 2022, respectively.

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. 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 C for discussion of fair value measurement.

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 appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2023, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Administrative expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2023, \$10,276,103 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The method used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

LINCOTEK US 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023.

Level 1 Fair Value Measurements

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 Securities and Exchange Commission. 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.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023 and 2022:

	Fair value	Fair value measurements using: Quoted prices in active markets for identical assets (Level 1)
<u>December 31, 2023</u>		
Money market accounts	\$ 546,885	\$ 546,885
Mutual funds	<u>27,318,555</u>	<u>\$ 27,318,555</u>
Total	<u>\$ 27,865,440</u>	<u>\$ 27,865,440</u>
<u>December 31, 2022</u>		
Money market accounts	\$ 396,918	\$ 396,918
Mutual funds	<u>22,841,588</u>	<u>\$ 22,841,588</u>
Total	<u>\$ 23,238,506</u>	<u>\$ 23,238,506</u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

D. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Investments at fair value and participant notes:		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	27,318,555	22,841,588
Participants' notes receivable	<u>573,671</u>	<u>534,804</u>
Investments at fair value, including participant notes	<u>\$ 28,439,111</u>	<u>\$ 23,773,310</u>
Investment income for the year:		
Interest and dividend income	\$ 590,698	\$ 1,252,179
Net appreciation (depreciation) in fair value of investments	3,575,298	(4,455,154)
Interest on participant notes	<u>33,664</u>	<u>30,787</u>
Total investment income (loss)	<u>\$ 4,199,660</u>	<u>\$ (3,172,188)</u>

E. PLAN TERMINATION

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

F. TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated June 30, 2020 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

F. TAX STATUS (CONT.)

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

G. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Fidelity Management Trust Company as the Plan's Trustee and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Fidelity Management & Research Company as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

H. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Due to the challenges of coordinating the merger of three other 401(k) plans into the Plan as of December 31, 2021, the ensuing process of transferring the corresponding plan assets resulted in certain untimely and delinquent participant deferrals and loan repayments. In some instances, there is uncertainty about the timing for the receipt of loan repayments to the Plan. The Plan Sponsor has indicated it is correcting the delinquent payroll deferrals by calculating lost earnings and remitting the amount to participant accounts.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

H. RISKS AND UNCERTAINTIES (CONT.)

In 2021, which was unaudited because the Plan met the audit exemption of 29 CFR 2520.104-46, there was a failure to log certain participant deferrals to the participant directed deferral codes (“pre-tax” instead of “Roth” and vice versa). Similar type failures continued into 2022. The error amounted to approximately \$1,008 in 2022. The Plan Sponsor is currently pursuing corrective actions.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant’s audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31, 2023:

	<u>2023</u>	<u>2022</u>
Net assets available for plan benefits per the financial statements	\$ 28,602,413	\$ 23,778,119
Due to Plan - in transit	(99,791)	
Contributions receivable from participants	(43,984)	(3,098)
Contributions receivable from employer	(20,334)	(1,572)
Excess contribution refundable	<u>807</u>	
Net assets available for plan benefits per Form 5500	\$ <u><u>28,439,111</u></u>	\$ <u><u>23,773,449</u></u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONT.)

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2023 to Form 5500:

Participant contributions per the financial statements	\$ 1,577,135
Less: contributions received in 2023 for the year 2022	3,098
Less: contributions deferred in 2023 funded in 2024	<u>(43,984)</u>
Participant contributions per Form 5500	\$ <u><u>1,536,249</u></u>
Employer contributions per the financial statements	\$ 1,031,869
Add: contributions received in 2023 for the year 2022	1,572
Less: contributions deferred in 2023 funded in 2024	<u>(20,334)</u>
Employer contributions per Form 5500	\$ <u><u>1,013,107</u></u>

The following is a reconciliation of corrective distributions per the financial statements at December 31, 2023 to Form 5500:

Corrective distributions per the financial statements	\$ 5,764
Less: distribution for excess contributions	\$ <u>(807)</u>
Corrective distributions per Form 5500	\$ <u><u>4,957</u></u>

J. DATE OF MANAGEMENT'S REVIEW

Subsequent events were evaluated through January 8, 2025, which is the date the financial statements were available to be issued.

Certain retirement plan assets of the Barson Composite Corporation 401(k) Plan connected to Hitemco LLC will be added to the Plan's trust on April 1, 2024. Hitemco LLC is a related party entity of Turbocoating Corp.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant's audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

S U P P L E M E N T A L I N F O R M A T I O N

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS AND LOAN
REPAYMENTS**

FOR THE YEAR ENDED DECEMBER 31, 2023

	<u>Total that constitute nonexempt prohibited transactions</u>				
<u>Participant contributions, and loan repayments transferred late to plan</u>	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending correction in VFCP</u>	<u>Total fully corrected under VFCP and PTE 2002-51</u>	
For the year ended 12/31/2023	\$ 580,094	\$	\$	\$	
For the year ended 12/31/2022	\$ 376,613	\$	\$	\$	

See independent auditor's report.

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Mutual Funds</u>		
1	JPMorgan OGGYX	Government Bond Fund R6 8,608 shares	\$ 80,615	\$ 82,123
2	T Rowe Price PRDGX	Dividend Growth Fund I 3,103 shares	210,862	219,640
3	Columbia CEKYX	Emerging Markets Fund I3 7,758 shares	96,044	98,373
4	Cohen & Steers CSJZX	Real Estate Securities Z 1,155 shares	80,973	73,444
5	MFS MVCKX	Mid Cap Value R6 12,036 shares	355,234	370,609
6	American Century ASV DX	Small Cap Value R6 31,300 shares	320,943	328,963
7	American Funds RMFGX	Mutual Fund R6 5,063 shares	251,366	258,271
8	MFS OTCKX	Mid Cap Growth R6 7,726 shares	213,257	225,781
9	* Fidelity FXNAX	U.S. Bond Index Fund 38,519 shares	411,902	401,756
10	* Fidelity FXAIX	Fidelity 500 Index 7,802 shares	1,180,950	1,291,223

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b)	(c)	(d)	(e)
(a)	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
11	* Fidelity FSGGX	Global ex U.S. Index Fund 24,978 shares	\$ 352,730	\$ 351,701
12	* Fidelity FSMDX	Mid Cap Index Fund 7,724 shares	217,223	231,348
13	* Fidelity FSSNX	Small Cap Index Fund 3,606 shares	87,730	90,298
14	* Fidelity FIPDX	Inflation-Protected Bond Index Fund 10,780 shares	110,526	97,452
15	* Fidelity FTKFX	Total Bond K6 Fund 7,417 shares	65,681	66,090
16	* Fidelity FBCGX	Blue Chip Growth K6 Fund 30,058 shares	687,723	806,765
17	* Fidelity FAPCX	International Capital Appreciation K6 Fund 21,044 shares	286,585	321,988
18	* Fidelity FOCSX	Small Cap Growth K6 3,252 shares	43,660	49,016
19	* Fidelity FHCDX	Freedom Blend 2060 K6 53,067 shares	600,573	612,397
20	* Fidelity FHDDX	Freedom Blend 2055 K6 103,365 shares	1,167,404	1,180,430

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
21	* Fidelity FHEDX	Freedom Blend 2050 K6 179,348 shares	\$ 1,996,528	\$ 2,035,607
22	* Fidelity FJTKX	Freedom Blend 2045 K6 261,448 shares	2,947,761	2,970,051
23	* Fidelity FHTKX	Freedom Blend 2040 K6 270,407 shares	3,064,938	3,063,718
24	* Fidelity FHJDX	Freedom Blend 2035 K6 255,107 shares	2,831,222	2,806,183
25	* Fidelity FFFEX	Freedom Blend 2030 K6 438,824 shares	4,739,887	4,642,761
26	* Fidelity FHLDX	Freedom Blend 2025 K6 268,988 shares	2,909,131	2,789,409
27	* Fidelity FHAVX	Freedom Blend 2020 K6 140,462 shares	1,482,402	1,420,073
28	* Fidelity FPTKX	Freedom Blend 2015 K6 10,513 shares	110,212	103,562
29	* Fidelity FHPDX	Freedom Blend 2010 K6 199 shares	1,953	1,947
30	* Fidelity FHQDX	Freedom Blend 2005 K6 20 shares	195	198
31	* Fidelity FHRDX	Freedom Blend Inc K6 552 shares	5,239	5,327

See independent auditor's report.

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H PART IV 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)

FOR THE YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
32	* Fidelity FFBQX	Freedom Blend 2065 K6 26,949 shares	\$ <u>311,795</u>	\$ <u>322,051</u>
		Total Mutual funds	\$27,223,244	\$ 27,318,555
33	* Fidelity FNBXX	Government Money Market Fund K6 546,885 shares	546,885	546,885
34	* Participants	Notes - interest rates of 4.25 - 9.50% Maturity dates from 2023-2030; Collateralized by participant balances		<u>573,671</u>
		Total Assets		\$ <u><u>28,439,111</u></u>

* Party-in-interest to the Plan

See independent auditor's report.

LINCOTEK US 401(K) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
Lincotek US 401(k) Plan

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

We have performed audits of the accompanying financial statements of Lincotek US 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Lincotek US 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

(Cont.)

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Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- 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 Lincotek US 401(k) 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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Responsibilities of Management for the Financial Statements (Continued)

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 Lincotek US 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of 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.

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Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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 Lincotek US 401(k) 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 Lincotek US 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Loan Repayments, and Assets Held for Investment Purposes as of and for the year ended December 31, 2023, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

(Cont.)



Supplemental Schedules Required by ERISA (Continued)

In our opinion:

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

Funaro & Co., P.C.

New York, N.Y.

January 8, 2025

LINCOTEK US 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

ASSETS

	<u>2023</u>	<u>2022</u>
Investments at fair market value		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	<u>27,318,555</u>	<u>22,841,588</u>
Total investments at fair market value	<u>27,865,440</u>	<u>23,238,506</u>
Receivables		
Due to Plan - in transit	99,791	
Participants' contributions	43,984	3,098
Employer's contributions	20,334	1,572
Notes receivable - in transit		139
Notes receivable from participants	<u>573,671</u>	<u>534,804</u>
Total receivables	<u>737,780</u>	<u>539,613</u>
Total assets	<u>28,603,220</u>	<u>23,778,119</u>
Liabilities		
Excess contribution refundable	<u>807</u>	
Total net assets available for benefits	<u>\$ 28,602,413</u>	<u>\$ 23,778,119</u>

LINCOTEK US 401(K) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2023

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 590,698
Interest income on notes receivable from participants	33,664
Net appreciation in fair value of investments	<u>3,575,298</u>

Total investment income 4,199,660

Contributions

Participants	1,577,135
Employer	1,031,869
Participant rollovers	<u>125,432</u>

Total contributions 2,734,436

Total additions 6,934,096

Deductions from net assets attributed to:

Benefits paid to participants	4,187,230
Corrective distributions	5,764
Deemed distribution of participant loans	3,037
Administrative fees	<u>29,802</u>

Total deductions 4,225,833

Net increase in assets available for benefits 2,708,263

Transfer of Plan assets due to merger 2,116,031

Net assets available for benefits - beginning of year 23,778,119

Net assets available for benefits - end of year \$ 28,602,413

See independent auditor's report and notes to financial statements.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN

The following description of the Lincotek US 401(k) Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

On November 22, 2021, the Board of Directors of Turbocoating Corp. ("the Company") dba Lincotek Surface Solutions, approved the merger of the Advanced Ceramic Coatings 401(k) Plan, the Lincotek Medical 401(k) Plan, and the Lincotek 401(k) plan into the Turbocoating Corp. 401(k) plan (the "Turbocoating Plan"). On November 17, 2021, the Board of Directors of Surface Dynamics LLC dba Lincotek Medical (a subsidiary of Lincotek Medical LLC), approved the merger of the Lincotek Medical 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek Medical 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On November 22, 2021, the sole manager of Lincotek Medical LLC approved the merger of the Lincotek US 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek US 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On December 9, 2021, the Board of Directors of a subsidiary of Lincotek Medical LLC, Advanced Ceramic Coatings, LLC (dba Lincotek Medical), approved the merger of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, As a result, all assets of the Advanced Ceramic Coatings 401(k) Plan were transferred into the Turbocoating Plan on January 4, 2022. Advanced Ceramic Coatings, LCC (EIN: 47-2611706) is owned in part by General Electric. The addition of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan changed the Turbocoating Plan from a single employer plan to a Multiple-Employer Plan (MEP).

Turbocoating Plan changed its name to the Lincotek US 401(k) Plan (the "Plan") effective January 1, 2022.

In February of 2022, Lincotek Group acquired a majority stake in Riepen LLC. A spin-off of Riepen LLC plan assets occurred with the majority of the assets being transferred to the Lincotek US 401(k) Plan. The remainder of the assets were expected to be transferred after the plan year ended December 31, 2023. Employees of Riepen LLC became eligible to participate in the Plan as of January 1, 2023. A receivable is reflected in the statement of net assets available for benefit for these assets that were funded in 2024.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all employees, as defined, of the Company. An eligible employee of the Company has reached the age of 18 and completed 3 months of service. Employees' effective entry date is the first day of each month following the actual day eligibility is achieved. A month of service is defined as a month in which an employee has worked at least 1 hour. An hour of service is any hour for which an employee is paid or is entitled to payment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

The Plan investments are administered and held in trust by the Plan's trustee, Fidelity Management Trust Company. Fidelity Management & Research Company is the recordkeeper of the Plan.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 80% of pre-tax annual earnings, subject to the Internal Revenue Code ("IRC") Rules and Regulations. A participant may change his salary reduction agreement at the beginning of each payroll period. A participant may irrevocably designate that a portion of all deferral contributions made as Roth 401(k) contributions that are includable in the participant's gross income at the time deferred.

b. The Company has elected to make a safe harbor matching contribution to the Plan in an amount equal to 100% on the first 3% and 50% of the next 2% of an eligible participant's compensation during the Plan year. Matching contributions occur each payroll period.

c. The Company may at plan year end make an additional matching employer contribution on behalf of eligible participants or a group of eligible participants. This contribution may be designated as a qualified matching employer contribution for participants considered non-highly compensated employees.

d. The Company may make discretionary nonelective employer contributions on behalf of its eligible participants following an allocation method whereby each eligible participant is considered his/her own allocation group and the amount allocated to each group is at the Employer's discretion. Eligible participants are employed by the Company on the last day of the plan year. The specific categories of "eligible" Participants should be such that resulting allocations are provided pursuant to a definite predetermined formula that complies with Treasury Regulations Section 1.401-1(b)(1)(ii).

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

The Company did not make any discretionary nonelective employer contributions in 2023 and 2022.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2023 was \$7,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and the Plan earnings (losses), and charged with an allocation of administrative expenses during the Plan year. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All significant costs of plan administration are being absorbed by the employer.

Investment options consist of mutual funds.

4. Vesting

A participant is immediately 100% vested in his or her own deferral and rollover contributions as well as all employer nonelective, matching, qualified matching, qualified nonelective, and safe harbor matching contributions.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. Early withdrawals are permitted at the request of a participant after the age of 59-1/2. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals are also permitted, as defined in the Plan document, subject to a \$500 minimum amount.

Benefits will be distributed by a single lump-sum payment, or any other optional form of distribution available under the Plan. Distributions shall be made as soon as reasonably practicable following a distribution request. Participant consent is required only for distributions over \$7,000.

6. Loans and withdrawals

A participant may elect to receive a loan in an amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested account. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation in each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Any forfeitures will be applied first to reduce employer's contributions at the end of the plan year. Any remaining balance of forfeitures will be applied to pay Plan expenses. During 2023, \$12,884 of forfeitures were transferred in as result of a merger of Plan assets.

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$19,939 and \$2,966, respectively, and were included in the statement of net assets available for benefits. If forfeited credits were excluded from the investments, the total net assets available for benefits would be \$(20,746) and \$(2,966) at December 31, 2023 and 2022, respectively.

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. 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 C for discussion of fair value measurement.

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 appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2023, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Administrative expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2023, \$10,276,103 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The method used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

LINCOTEK US 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023.

Level 1 Fair Value Measurements

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 Securities and Exchange Commission. 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.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023 and 2022:

	Fair value	Fair value measurements using: Quoted prices in active markets for identical assets (Level 1)
<u>December 31, 2023</u>		
Money market accounts	\$ 546,885	\$ 546,885
Mutual funds	<u>27,318,555</u>	<u>\$ 27,318,555</u>
Total	<u>\$ 27,865,440</u>	<u>\$ 27,865,440</u>
<u>December 31, 2022</u>		
Money market accounts	\$ 396,918	\$ 396,918
Mutual funds	<u>22,841,588</u>	<u>\$ 22,841,588</u>
Total	<u>\$ 23,238,506</u>	<u>\$ 23,238,506</u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

D. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Investments at fair value and participant notes:		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	27,318,555	22,841,588
Participants' notes receivable	<u>573,671</u>	<u>534,804</u>
Investments at fair value, including participant notes	<u>\$ 28,439,111</u>	<u>\$ 23,773,310</u>
Investment income for the year:		
Interest and dividend income	\$ 590,698	\$ 1,252,179
Net appreciation (depreciation) in fair value of investments	3,575,298	(4,455,154)
Interest on participant notes	<u>33,664</u>	<u>30,787</u>
Total investment income (loss)	<u>\$ 4,199,660</u>	<u>\$ (3,172,188)</u>

E. PLAN TERMINATION

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

F. TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated June 30, 2020 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

F. TAX STATUS (CONT.)

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

G. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Fidelity Management Trust Company as the Plan's Trustee and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Fidelity Management & Research Company as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

H. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Due to the challenges of coordinating the merger of three other 401(k) plans into the Plan as of December 31, 2021, the ensuing process of transferring the corresponding plan assets resulted in certain untimely and delinquent participant deferrals and loan repayments. In some instances, there is uncertainty about the timing for the receipt of loan repayments to the Plan. The Plan Sponsor has indicated it is correcting the delinquent payroll deferrals by calculating lost earnings and remitting the amount to participant accounts.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

H. RISKS AND UNCERTAINTIES (CONT.)

In 2021, which was unaudited because the Plan met the audit exemption of 29 CFR 2520.104-46, there was a failure to log certain participant deferrals to the participant directed deferral codes (“pre-tax” instead of “Roth” and vice versa). Similar type failures continued into 2022. The error amounted to approximately \$1,008 in 2022. The Plan Sponsor is currently pursuing corrective actions.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant’s audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31, 2023:

	<u>2023</u>	<u>2022</u>
Net assets available for plan benefits per the financial statements	\$ 28,602,413	\$ 23,778,119
Due to Plan - in transit	(99,791)	
Contributions receivable from participants	(43,984)	(3,098)
Contributions receivable from employer	(20,334)	(1,572)
Excess contribution refundable	<u>807</u>	
Net assets available for plan benefits per Form 5500	\$ <u><u>28,439,111</u></u>	\$ <u><u>23,773,449</u></u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONT.)

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2023 to Form 5500:

Participant contributions per the financial statements	\$ 1,577,135
Less: contributions received in 2023 for the year 2022	3,098
Less: contributions deferred in 2023 funded in 2024	<u>(43,984)</u>
Participant contributions per Form 5500	\$ <u><u>1,536,249</u></u>
Employer contributions per the financial statements	\$ 1,031,869
Add: contributions received in 2023 for the year 2022	1,572
Less: contributions deferred in 2023 funded in 2024	<u>(20,334)</u>
Employer contributions per Form 5500	\$ <u><u>1,013,107</u></u>

The following is a reconciliation of corrective distributions per the financial statements at December 31, 2023 to Form 5500:

Corrective distributions per the financial statements	\$ 5,764
Less: distribution for excess contributions	<u>\$ (807)</u>
Corrective distributions per Form 5500	\$ <u><u>4,957</u></u>

J. DATE OF MANAGEMENT'S REVIEW

Subsequent events were evaluated through January 8, 2025, which is the date the financial statements were available to be issued.

Certain retirement plan assets of the Barson Composite Corporation 401(k) Plan connected to Hitemco LLC will be added to the Plan's trust on April 1, 2024. Hitemco LLC is a related party entity of Turbocoating Corp.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant's audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

S U P P L E M E N T A L I N F O R M A T I O N

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS AND LOAN
REPAYMENTS**

FOR THE YEAR ENDED DECEMBER 31, 2023

Participant contributions, and loan repayments transferred late to plan	<u>Total that constitute nonexempt prohibited transactions</u>				Total fully corrected under VFCP and PTE 2002-51
	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP		
For the year ended 12/31/2023	\$ 580,094	\$	\$		\$
For the year ended 12/31/2022	\$ 376,613	\$	\$		\$

See independent auditor's report.

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Mutual Funds</u>		
1	JPMorgan OGGYX	Government Bond Fund R6 8,608 shares	\$ 80,615	\$ 82,123
2	T Rowe Price PRDGX	Dividend Growth Fund I 3,103 shares	210,862	219,640
3	Columbia CEKYX	Emerging Markets Fund I3 7,758 shares	96,044	98,373
4	Cohen & Steers CSJZX	Real Estate Securities Z 1,155 shares	80,973	73,444
5	MFS MVCKX	Mid Cap Value R6 12,036 shares	355,234	370,609
6	American Century ASV DX	Small Cap Value R6 31,300 shares	320,943	328,963
7	American Funds RMFGX	Mutual Fund R6 5,063 shares	251,366	258,271
8	MFS OTCKX	Mid Cap Growth R6 7,726 shares	213,257	225,781
9	* Fidelity FXNAX	U.S. Bond Index Fund 38,519 shares	411,902	401,756
10	* Fidelity FXAIX	Fidelity 500 Index 7,802 shares	1,180,950	1,291,223

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
11	* Fidelity FSGGX	Global ex U.S. Index Fund 24,978 shares	\$ 352,730	\$ 351,701
12	* Fidelity FSMDX	Mid Cap Index Fund 7,724 shares	217,223	231,348
13	* Fidelity FSSNX	Small Cap Index Fund 3,606 shares	87,730	90,298
14	* Fidelity FIPDX	Inflation-Protected Bond Index Fund 10,780 shares	110,526	97,452
15	* Fidelity FTKFX	Total Bond K6 Fund 7,417 shares	65,681	66,090
16	* Fidelity FBCGX	Blue Chip Growth K6 Fund 30,058 shares	687,723	806,765
17	* Fidelity FAPCX	International Capital Appreciation K6 Fund 21,044 shares	286,585	321,988
18	* Fidelity FOCSX	Small Cap Growth K6 3,252 shares	43,660	49,016
19	* Fidelity FHCDX	Freedom Blend 2060 K6 53,067 shares	600,573	612,397
20	* Fidelity FHDDX	Freedom Blend 2055 K6 103,365 shares	1,167,404	1,180,430

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
21	* Fidelity FHEDX	Freedom Blend 2050 K6 179,348 shares	\$ 1,996,528	\$ 2,035,607
22	* Fidelity FJTKX	Freedom Blend 2045 K6 261,448 shares	2,947,761	2,970,051
23	* Fidelity FHTKX	Freedom Blend 2040 K6 270,407 shares	3,064,938	3,063,718
24	* Fidelity FHJDX	Freedom Blend 2035 K6 255,107 shares	2,831,222	2,806,183
25	* Fidelity FFFEX	Freedom Blend 2030 K6 438,824 shares	4,739,887	4,642,761
26	* Fidelity FHLDX	Freedom Blend 2025 K6 268,988 shares	2,909,131	2,789,409
27	* Fidelity FHAVX	Freedom Blend 2020 K6 140,462 shares	1,482,402	1,420,073
28	* Fidelity FPTKX	Freedom Blend 2015 K6 10,513 shares	110,212	103,562
29	* Fidelity FHPDX	Freedom Blend 2010 K6 199 shares	1,953	1,947
30	* Fidelity FHQDX	Freedom Blend 2005 K6 20 shares	195	198
31	* Fidelity FHRDX	Freedom Blend Inc K6 552 shares	5,239	5,327

See independent auditor's report.

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H PART IV 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)

FOR THE YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
32	* Fidelity FFBQX	Freedom Blend 2065 K6 26,949 shares	\$ <u>311,795</u>	\$ <u>322,051</u>
		Total Mutual funds	\$27,223,244	\$ 27,318,555
33	* Fidelity FNBXX	Government Money Market Fund K6 546,885 shares	546,885	546,885
34	* Participants	Notes - interest rates of 4.25 - 9.50% Maturity dates from 2023-2030; Collateralized by participant balances		<u>573,671</u>
		Total Assets		\$ <u><u>28,439,111</u></u>

* Party-in-interest to the Plan

See independent auditor's report.

LINCOTEK US 401(K) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
Lincotek US 401(k) Plan

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

We have performed audits of the accompanying financial statements of Lincotek US 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Lincotek US 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

(Cont.)

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Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- 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 Lincotek US 401(k) 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 these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

(Cont.)



Responsibilities of Management for the Financial Statements (Continued)

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 Lincotek US 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of 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.

(Cont.)



Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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 Lincotek US 401(k) 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 Lincotek US 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

(Cont.)



Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participant Contributions and Loan Repayments, and Assets Held for Investment Purposes as of and for the year ended December 31, 2023, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

(Cont.)



Supplemental Schedules Required by ERISA (Continued)

In our opinion:

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

Funaro & Co., P.C.

New York, N.Y.

January 8, 2025

LINCOTEK US 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

ASSETS

	<u>2023</u>	<u>2022</u>
Investments at fair market value		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	<u>27,318,555</u>	<u>22,841,588</u>
Total investments at fair market value	<u>27,865,440</u>	<u>23,238,506</u>
Receivables		
Due to Plan - in transit	99,791	
Participants' contributions	43,984	3,098
Employer's contributions	20,334	1,572
Notes receivable - in transit		139
Notes receivable from participants	<u>573,671</u>	<u>534,804</u>
Total receivables	<u>737,780</u>	<u>539,613</u>
Total assets	<u>28,603,220</u>	<u>23,778,119</u>
Liabilities		
Excess contribution refundable	<u>807</u>	
Total net assets available for benefits	<u>\$ 28,602,413</u>	<u>\$ 23,778,119</u>

LINCOTEK US 401(K) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2023

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 590,698
Interest income on notes receivable from participants	33,664
Net appreciation in fair value of investments	<u>3,575,298</u>

Total investment income 4,199,660

Contributions

Participants	1,577,135
Employer	1,031,869
Participant rollovers	<u>125,432</u>

Total contributions 2,734,436

Total additions 6,934,096

Deductions from net assets attributed to:

Benefits paid to participants	4,187,230
Corrective distributions	5,764
Deemed distribution of participant loans	3,037
Administrative fees	<u>29,802</u>

Total deductions 4,225,833

Net increase in assets available for benefits 2,708,263

Transfer of Plan assets due to merger 2,116,031

Net assets available for benefits - beginning of year 23,778,119

Net assets available for benefits - end of year \$ 28,602,413

See independent auditor's report and notes to financial statements.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN

The following description of the Lincotek US 401(k) Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

On November 22, 2021, the Board of Directors of Turbocoating Corp. ("the Company") dba Lincotek Surface Solutions, approved the merger of the Advanced Ceramic Coatings 401(k) Plan, the Lincotek Medical 401(k) Plan, and the Lincotek 401(k) plan into the Turbocoating Corp. 401(k) plan (the "Turbocoating Plan"). On November 17, 2021, the Board of Directors of Surface Dynamics LLC dba Lincotek Medical (a subsidiary of Lincotek Medical LLC), approved the merger of the Lincotek Medical 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek Medical 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On November 22, 2021, the sole manager of Lincotek Medical LLC approved the merger of the Lincotek US 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, all assets were transferred from the Lincotek US 401(k) Plan into the Turbocoating Plan on January 4, 2022.

On December 9, 2021, the Board of Directors of a subsidiary of Lincotek Medical LLC, Advanced Ceramic Coatings, LLC (dba Lincotek Medical), approved the merger of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan effective December 31, 2021. As a result, As a result, all assets of the Advanced Ceramic Coatings 401(k) Plan were transferred into the Turbocoating Plan on January 4, 2022. Advanced Ceramic Coatings, LCC (EIN: 47-2611706) is owned in part by General Electric. The addition of the Advanced Ceramic Coatings 401(k) Plan into the Turbocoating Plan changed the Turbocoating Plan from a single employer plan to a Multiple-Employer Plan (MEP).

Turbocoating Plan changed its name to the Lincotek US 401(k) Plan (the "Plan") effective January 1, 2022.

In February of 2022, Lincotek Group acquired a majority stake in Riepen LLC. A spin-off of Riepen LLC plan assets occurred with the majority of the assets being transferred to the Lincotek US 401(k) Plan. The remainder of the assets were expected to be transferred after the plan year ended December 31, 2023. Employees of Riepen LLC became eligible to participate in the Plan as of January 1, 2023. A receivable is reflected in the statement of net assets available for benefit for these assets that were funded in 2024.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all employees, as defined, of the Company. An eligible employee of the Company has reached the age of 18 and completed 3 months of service. Employees' effective entry date is the first day of each month following the actual day eligibility is achieved. A month of service is defined as a month in which an employee has worked at least 1 hour. An hour of service is any hour for which an employee is paid or is entitled to payment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

The Plan investments are administered and held in trust by the Plan's trustee, Fidelity Management Trust Company. Fidelity Management & Research Company is the recordkeeper of the Plan.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 80% of pre-tax annual earnings, subject to the Internal Revenue Code ("IRC") Rules and Regulations. A participant may change his salary reduction agreement at the beginning of each payroll period. A participant may irrevocably designate that a portion of all deferral contributions made as Roth 401(k) contributions that are includable in the participant's gross income at the time deferred.

b. The Company has elected to make a safe harbor matching contribution to the Plan in an amount equal to 100% on the first 3% and 50% of the next 2% of an eligible participant's compensation during the Plan year. Matching contributions occur each payroll period.

c. The Company may at plan year end make an additional matching employer contribution on behalf of eligible participants or a group of eligible participants. This contribution may be designated as a qualified matching employer contribution for participants considered non-highly compensated employees.

d. The Company may make discretionary nonelective employer contributions on behalf of its eligible participants following an allocation method whereby each eligible participant is considered his/her own allocation group and the amount allocated to each group is at the Employer's discretion. Eligible participants are employed by the Company on the last day of the plan year. The specific categories of "eligible" Participants should be such that resulting allocations are provided pursuant to a definite predetermined formula that complies with Treasury Regulations Section 1.401-1(b)(1)(ii).

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

The Company did not make any discretionary nonelective employer contributions in 2023 and 2022.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2023 was \$7,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and the Plan earnings (losses), and charged with an allocation of administrative expenses during the Plan year. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All significant costs of plan administration are being absorbed by the employer.

Investment options consist of mutual funds.

4. Vesting

A participant is immediately 100% vested in his or her own deferral and rollover contributions as well as all employer nonelective, matching, qualified matching, qualified nonelective, and safe harbor matching contributions.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

A. DESCRIPTION OF THE PLAN (CONT.)

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. Early withdrawals are permitted at the request of a participant after the age of 59-1/2. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals are also permitted, as defined in the Plan document, subject to a \$500 minimum amount.

Benefits will be distributed by a single lump-sum payment, or any other optional form of distribution available under the Plan. Distributions shall be made as soon as reasonably practicable following a distribution request. Participant consent is required only for distributions over \$7,000.

6. Loans and withdrawals

A participant may elect to receive a loan in an amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested account. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation in each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Any forfeitures will be applied first to reduce employer's contributions at the end of the plan year. Any remaining balance of forfeitures will be applied to pay Plan expenses. During 2023, \$12,884 of forfeitures were transferred in as result of a merger of Plan assets.

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$19,939 and \$2,966, respectively, and were included in the statement of net assets available for benefits. If forfeited credits were excluded from the investments, the total net assets available for benefits would be \$(20,746) and \$(2,966) at December 31, 2023 and 2022, respectively.

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. 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 C for discussion of fair value measurement.

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 appreciation or depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2023, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Administrative expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2023, \$10,276,103 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The method used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

LINCOTEK US 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023.

Level 1 Fair Value Measurements

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 Securities and Exchange Commission. 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.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023 and 2022:

	Fair value	Fair value measurements using: Quoted prices in active markets for identical assets (Level 1)
<u>December 31, 2023</u>		
Money market accounts	\$ 546,885	\$ 546,885
Mutual funds	<u>27,318,555</u>	<u>\$ 27,318,555</u>
Total	<u>\$ 27,865,440</u>	<u>\$ 27,865,440</u>
<u>December 31, 2022</u>		
Money market accounts	\$ 396,918	\$ 396,918
Mutual funds	<u>22,841,588</u>	<u>\$ 22,841,588</u>
Total	<u>\$ 23,238,506</u>	<u>\$ 23,238,506</u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

D. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Investments at fair value and participant notes:		
Money market accounts	\$ 546,885	\$ 396,918
Mutual funds	27,318,555	22,841,588
Participants' notes receivable	<u>573,671</u>	<u>534,804</u>
Investments at fair value, including participant notes	<u>\$ 28,439,111</u>	<u>\$ 23,773,310</u>
Investment income for the year:		
Interest and dividend income	\$ 590,698	\$ 1,252,179
Net appreciation (depreciation) in fair value of investments	3,575,298	(4,455,154)
Interest on participant notes	<u>33,664</u>	<u>30,787</u>
Total investment income (loss)	<u>\$ 4,199,660</u>	<u>\$ (3,172,188)</u>

E. PLAN TERMINATION

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

F. TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated June 30, 2020 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

F. TAX STATUS (CONT.)

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

G. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Fidelity Management Trust Company as the Plan's Trustee and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Fidelity Management & Research Company as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

H. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Due to the challenges of coordinating the merger of three other 401(k) plans into the Plan as of December 31, 2021, the ensuing process of transferring the corresponding plan assets resulted in certain untimely and delinquent participant deferrals and loan repayments. In some instances, there is uncertainty about the timing for the receipt of loan repayments to the Plan. The Plan Sponsor has indicated it is correcting the delinquent payroll deferrals by calculating lost earnings and remitting the amount to participant accounts.

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

H. RISKS AND UNCERTAINTIES (CONT.)

In 2021, which was unaudited because the Plan met the audit exemption of 29 CFR 2520.104-46, there was a failure to log certain participant deferrals to the participant directed deferral codes (“pre-tax” instead of “Roth” and vice versa). Similar type failures continued into 2022. The error amounted to approximately \$1,008 in 2022. The Plan Sponsor is currently pursuing corrective actions.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant’s audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31, 2023:

	<u>2023</u>	<u>2022</u>
Net assets available for plan benefits per the financial statements	\$ 28,602,413	\$ 23,778,119
Due to Plan - in transit	(99,791)	
Contributions receivable from participants	(43,984)	(3,098)
Contributions receivable from employer	(20,334)	(1,572)
Excess contribution refundable	<u>807</u>	
Net assets available for plan benefits per Form 5500	\$ <u><u>28,439,111</u></u>	\$ <u><u>23,773,449</u></u>

LINCOTEK US 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

I. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONT.)

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2023 to Form 5500:

Participant contributions per the financial statements	\$ 1,577,135
Less: contributions received in 2023 for the year 2022	3,098
Less: contributions deferred in 2023 funded in 2024	<u>(43,984)</u>
Participant contributions per Form 5500	\$ <u><u>1,536,249</u></u>
Employer contributions per the financial statements	\$ 1,031,869
Add: contributions received in 2023 for the year 2022	1,572
Less: contributions deferred in 2023 funded in 2024	<u>(20,334)</u>
Employer contributions per Form 5500	\$ <u><u>1,013,107</u></u>

The following is a reconciliation of corrective distributions per the financial statements at December 31, 2023 to Form 5500:

Corrective distributions per the financial statements	\$ 5,764
Less: distribution for excess contributions	\$ <u>(807)</u>
Corrective distributions per Form 5500	\$ <u><u>4,957</u></u>

J. DATE OF MANAGEMENT'S REVIEW

Subsequent events were evaluated through January 8, 2025, which is the date the financial statements were available to be issued.

Certain retirement plan assets of the Barson Composite Corporation 401(k) Plan connected to Hitemco LLC will be added to the Plan's trust on April 1, 2024. Hitemco LLC is a related party entity of Turbocoating Corp.

In 2024, the Company, as plan sponsor, received a 45 day notice to resubmit the 2022 Form 5500 Annual Report for failing to file the correct Form 5500-series return and not attaching an independent public accountant's audited report. The 2022 Form 5500 has been resubmitted with the required audited financial statement, and by a letter dated December 16, 2024 the US Department of Labor imposed a penalty of \$6,500, which the Plan Sponsor promptly paid.

S U P P L E M E N T A L I N F O R M A T I O N

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS AND LOAN
REPAYMENTS**

FOR THE YEAR ENDED DECEMBER 31, 2023

	<u>Total that constitute nonexempt prohibited transactions</u>				
<u>Participant contributions, and loan repayments transferred late to plan</u>	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending correction in VFCP</u>	<u>Total fully corrected under VFCP and PTE 2002-51</u>	
For the year ended 12/31/2023	\$ 580,094	\$	\$	\$	
For the year ended 12/31/2022	\$ 376,613	\$	\$	\$	

See independent auditor's report.

LINCOTEK US 401(K) PLAN

(EIN # 99-0362534 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Mutual Funds</u>		
1	JPMorgan OGGYX	Government Bond Fund R6 8,608 shares	\$ 80,615	\$ 82,123
2	T Rowe Price PRDGX	Dividend Growth Fund I 3,103 shares	210,862	219,640
3	Columbia CEKYX	Emerging Markets Fund I3 7,758 shares	96,044	98,373
4	Cohen & Steers CSJZX	Real Estate Securities Z 1,155 shares	80,973	73,444
5	MFS MVCKX	Mid Cap Value R6 12,036 shares	355,234	370,609
6	American Century ASV DX	Small Cap Value R6 31,300 shares	320,943	328,963
7	American Funds RMFGX	Mutual Fund R6 5,063 shares	251,366	258,271
8	MFS OTCKX	Mid Cap Growth R6 7,726 shares	213,257	225,781
9	* Fidelity FXNAX	U.S. Bond Index Fund 38,519 shares	411,902	401,756
10	* Fidelity FXAIX	Fidelity 500 Index 7,802 shares	1,180,950	1,291,223

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
11	* Fidelity FSGGX	Global ex U.S. Index Fund 24,978 shares	\$ 352,730	\$ 351,701
12	* Fidelity FSMDX	Mid Cap Index Fund 7,724 shares	217,223	231,348
13	* Fidelity FSSNX	Small Cap Index Fund 3,606 shares	87,730	90,298
14	* Fidelity FIPDX	Inflation-Protected Bond Index Fund 10,780 shares	110,526	97,452
15	* Fidelity FTKFX	Total Bond K6 Fund 7,417 shares	65,681	66,090
16	* Fidelity FBCGX	Blue Chip Growth K6 Fund 30,058 shares	687,723	806,765
17	* Fidelity FAPCX	International Capital Appreciation K6 Fund 21,044 shares	286,585	321,988
18	* Fidelity FOCSX	Small Cap Growth K6 3,252 shares	43,660	49,016
19	* Fidelity FHCDX	Freedom Blend 2060 K6 53,067 shares	600,573	612,397
20	* Fidelity FHDDX	Freedom Blend 2055 K6 103,365 shares	1,167,404	1,180,430

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
21	* Fidelity FHEDX	Freedom Blend 2050 K6 179,348 shares	\$ 1,996,528	\$ 2,035,607
22	* Fidelity FJTKX	Freedom Blend 2045 K6 261,448 shares	2,947,761	2,970,051
23	* Fidelity FHTKX	Freedom Blend 2040 K6 270,407 shares	3,064,938	3,063,718
24	* Fidelity FHJDX	Freedom Blend 2035 K6 255,107 shares	2,831,222	2,806,183
25	* Fidelity FFFEX	Freedom Blend 2030 K6 438,824 shares	4,739,887	4,642,761
26	* Fidelity FHLDX	Freedom Blend 2025 K6 268,988 shares	2,909,131	2,789,409
27	* Fidelity FHAVX	Freedom Blend 2020 K6 140,462 shares	1,482,402	1,420,073
28	* Fidelity FPTKX	Freedom Blend 2015 K6 10,513 shares	110,212	103,562
29	* Fidelity FHPDX	Freedom Blend 2010 K6 199 shares	1,953	1,947
30	* Fidelity FHQDX	Freedom Blend 2005 K6 20 shares	195	198
31	* Fidelity FHRDX	Freedom Blend Inc K6 552 shares	5,239	5,327

See independent auditor's report.

LINCOTEK US 401(K) PLAN**(EIN # 99-0362534 PLAN # 001)****FORM 5500 SCHEDULE H PART IV 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES (CONT.)****FOR THE YEAR ENDED DECEMBER 31, 2023**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
32	* Fidelity FFBQX	Freedom Blend 2065 K6 26,949 shares	\$ <u>311,795</u>	\$ <u>322,051</u>
		Total Mutual funds	\$27,223,244	\$ 27,318,555
33	* Fidelity FNBXX	Government Money Market Fund K6 546,885 shares	546,885	546,885
34	* Participants	Notes - interest rates of 4.25 - 9.50% Maturity dates from 2023-2030; Collateralized by participant balances		<u>573,671</u>
		Total Assets		\$ <u><u>28,439,111</u></u>

* Party-in-interest to the Plan

See independent auditor's report.