

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 07/01/2023 and ending 06/30/2024	
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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1986
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) RENISHAW, INC. 1001 WESEMANN DR. WEST DUNDEE, IL 60118
2b	Employer Identification Number (EIN) 36-3114352
2c	Plan Sponsor's telephone number 847-286-9953
2d	Business code (see instructions) 334500

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.	04/15/2025	DAVID BOZICH
	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	5 262
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) 210 6a(2) 213 6b 0 6c 35 6d 248 6e 0 6f 248 6g(1) 258 6g(2) 247 6h 6
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

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

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

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 07/01/2023 and ending 06/30/2024

A Name of plan RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 RENISHAW, INC.	D Employer Identification Number (EIN) 36-3114352

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

☒

Yes

☐

No
- b

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

(b)

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b)

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	10053	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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BLKRK HI YLD BD INST - BNY MELLON 500 ROSS STREET 15253-4426 PITTSBURGH, PA 53442	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
J H ENTERPRISE T - JANUS HENDERSON 151 DETROIT STREET, DENVER, CO 80206	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

A Name of plan RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
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C Plan or DFE sponsor's name as shown on line 2a of Form 5500 RENISHAW, INC.	D Employer Identification Number (EIN) 36-3114352
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Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: MORLEY STABLE VALUE FUND

b Name of sponsor of entity listed in (a): PRINCIPAL GLOBAL INVESTORS TRUST CO

c EIN-PN 93-6274329-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2888246
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN SMCAP VALUE II SEP ACCT-Z

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-096	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN CORE PLUS BOND SEP ACCT-Z

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-014	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN DIVERSIFIED INTL SA-Z

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-015	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN EQUITY INCOME SA-Z

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-120	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN FIN GRP, INC. STOCK SA-R6

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-086	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN GOVT & HQ BOND SA-Z

b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY

c EIN-PN 42-0127290-007	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LGCP S&P 500 INDEX SA-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-016	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN LIQUID ASSETS SEP ACCT-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-024	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MIDCAP GROWTH SEP ACCT-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-021	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN MIDCAP S&P 400 IDX SA-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-023	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN REAL ESTATE SECS SA-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-095	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN SMALLCAP SEP ACCT-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-029	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN SMCAP GROWTH I SEP ACCT-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-070	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN SMCAP S&P 600 INDEX SA-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-028	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRIN BLUE CHIP SA-Z		
b Name of sponsor of entity listed in (a): PRINCIPAL LIFE INSURANCE COMPANY		
c EIN-PN 42-0127290-133	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

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

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

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024		
A Name of plan RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 RENISHAW, INC.	D Employer Identification Number (EIN) 36-3114352	

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)	525166	547275
(2) Participant contributions	1b(2)	83677	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	2229878
(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)	278851	373865
(9) Value of interest in common/collective trusts	1c(9)	3337665	2888246
(10) Value of interest in pooled separate accounts	1c(10)	27813509	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)	17231095	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	46451103
(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	49269963	52490367
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	49269963	52490367

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)	2132141	
(B) Participants	2a(1)(B)	2186919	
(C) Others (including rollovers)	2a(1)(C)	917555	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		5236615
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	75514	
(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)	24811	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		100325
(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)	1064544	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1064544
(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)		79062
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		-891165
(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)		6810988
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		12400369

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9156731	
(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)		9156731
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	22909	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	325	
(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)		23234
j Total expenses. Add all expense amounts in column (b) and enter total	2j		9179965

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3220404
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WARADY & DAVIS LLP**

(2) EIN: **36-2170602**

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.)	☒	☐	83542
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 07/01/2023 and ending 06/30/2024		
A Name of plan RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RENISHAW, INC.		D Employer Identification Number (EIN) 36-3114352
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): 42-0127290 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

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

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.

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
FINANCIAL STATEMENTS
JUNE 30, 2024

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INDEPENDENT AUDITORS' REPORT

Plan Administrator
Renishaw, Inc. Employee Salary Savings Plan
West Dundee, Illinois

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

We have performed audits of the accompanying financial statements of RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 June 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of June 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and 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. 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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.

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 listed in the accompanying table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Warady & Davis LLP

April 14, 2025

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of June 30	2024	2023
ASSETS		
Investments		
Investments at Fair Value		
Money Market	\$ 2,229,878	\$ —
Pooled Separate Accounts	—	27,813,509
Mutual Funds	<u>46,451,103</u>	<u>17,231,095</u>
	<u>48,680,981</u>	<u>45,044,604</u>
Collective Investment Trusts	<u>2,888,246</u>	<u>3,337,665</u>
Total Investments	<u>51,569,227</u>	<u>48,382,269</u>
Receivables		
Employee Contribution	—	83,677
Employer Contribution	547,275	525,166
Notes Receivable from Participants	<u>373,865</u>	<u>278,851</u>
Total Receivables	<u>921,140</u>	<u>887,694</u>
NET ASSETS AVAILABLE FOR BENEFITS	\$ 52,490,367	\$ 49,269,963

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended June 30	2024	2023
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment Income		
Net Appreciation in Fair Value of Investments	\$ 5,998,885	\$ 5,199,669
Dividend and Interest Income	<u>1,140,058</u>	<u>—</u>
Total Investment Income	<u>7,138,943</u>	<u>5,199,669</u>
 Interest Income - Notes Receivable from Participants	 <u>24,811</u>	 <u>14,605</u>
 Contributions		
Employer Matching	231,259	222,830
Employer Safe Harbor	679,341	621,526
Employer Profit Sharing	<u>1,221,541</u>	<u>1,152,042</u>
Employer Contributions	2,132,141	1,996,398
Employee	2,186,919	1,907,436
Employee Rollover	<u>917,555</u>	<u>2,693,268</u>
Total Contributions	<u>5,236,615</u>	<u>6,597,102</u>
 Total Additions	 <u>12,400,369</u>	 <u>11,811,376</u>
 DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Administrative Fees	23,234	43,926
Benefits Paid to Participants	<u>9,156,731</u>	<u>3,429,310</u>
Total Deductions	<u>9,179,965</u>	<u>3,473,236</u>
 Net Increase	 3,220,404	 8,338,140
 NET ASSETS AVAILABLE FOR BENEFITS		
Beginning	49,269,963	40,931,823
 ENDING	 <u>\$ 52,490,367</u>	 <u>\$ 49,269,963</u>

See accompanying notes.

NOTES TO FINANCIAL STATEMENTS

NOTE 1—PLAN DESCRIPTION

Renishaw, Inc. Employee Salary Savings Plan (the “Plan”) is a defined contribution plan designed to operate under the provisions of Section 401(k) of the Internal Revenue Code (“IRC”). The Plan covers all eligible employees of Renishaw, Inc. (the “Company”). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended. The following description of the Plan provides only summary information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

ELIGIBILITY

Each employee is eligible to make pre-tax deferrals to the Plan and receive Company Discretionary Matching contributions on the first day of the month immediately following the month of employment by the Company.

An Eligible Employee employed on or before June 30, 2014, shall become a Participant with respect to Company Discretionary Profit-sharing contributions on the first day of the month immediately following the month of employment by the Company.

Effective July 1, 2014, each employee of the Company who has attained 21 years of age and has completed one year of service is eligible for the Company Safe Harbor and Company Discretionary Profit-sharing contribution. An eligible employee will commence participation on the July 1st or January 1st immediately following the satisfaction of the previously mentioned eligibility requirements.

Effective July 1, 2022, the Plan eliminated the age 21 eligibility requirement. Thus, any eligible employee who meets the applicable service requirement (none for deferrals and match; one Year of Service for safe harbor and nonelective contributions) enters the Plan on the next applicable Entry Date for the relevant type of contribution regardless of their age.

Effective April 21, 2023, the Plan was amended to permit Participants to take in-service distributions on or after attainment of age 59-1/2 from any contribution source within the Plan (for example, matching contributions or safe harbor contributions) so long as that source is fully vested at the time they request a distribution.

CONTRIBUTIONS

Each year, participants may elect to contribute up to 100% of pre-tax annual compensation as defined in the Plan to a maximum of \$23,000 for a calendar year-end 2024 and \$22,500 for 2023. Participants who are at least age 50 may make additional “catch-up” contributions of \$7,500 in 2024 and 2023. Participants may also rollover amounts representing distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan. Effective October 1, 2023, an autoenrollment feature was added to the Plan. Unless participants choose a different percentage or elect not to defer, they are initially set up for deferrals of 5% of their compensation.

Based on the discretion of the Board of Directors, the Company may, subject to certain limitations, make a matching contribution to the Plan for each participant in accordance with the terms of the Plan document. For 2024 and 2023, the Company made a matching contribution of 50% of employee’s deferral, up to 1% of their wages. The Company’s matching contribution was \$231,259 for 2024 and \$222,830 for 2023.

NOTES TO FINANCIAL STATEMENTS

NOTE 1—PLAN DESCRIPTION (Continued)**CONTRIBUTIONS (Continued)**

The Company makes safe harbor contributions to each of the eligible employees which equals to 3% of each participant's eligible compensation. The Company may also elect to make a discretionary profit-sharing contribution. This contribution is participant-directed. The Company's safe harbor contributions and discretionary profit-sharing contribution totaled \$1,900,882 for 2024 and \$1,773,568 for 2023.

PARTICIPANT ACCOUNTS

Each participant's account is credited with the participant's contribution, the Company's discretionary matching contribution, the Company's safe harbor contributions, and an allocation of the Company's discretionary profit-sharing contribution, if applicable, and Plan earnings. Allocations are based on participant contributions, plan compensation, or Plan earnings, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

VESTING

Participants are 100% vested in their elective deferral, rollover contributions, and employer's safe harbor contributions, plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contributions portion of their accounts, plus actual earnings thereon, is based on years of continuous service. Participants earn 25% per year vesting on Company's contribution portion and are 100% vested after four years of credited service.

PAYMENT OF BENEFITS

Upon termination of service due to retirement, disability or death, a participant may elect to receive a lump-sum payment, installment payments, or annuity payments. Participants may receive distributions of their elective deferral contributions plus actual earnings thereon under certain financial hardship circumstances.

Participant may also receive in-service distribution upon reach of retirement age.

FORFEITURES

Forfeitures attributable to employer profit sharing contribution and/or matching contribution shall be used to restore any participant's account balance that was forfeited and for which the participant has repaid his or her vested distribution or has made a valid claim. Any remaining forfeitures shall be used first by the Company to offset administrative expenses of the Plan to the extent they are Plan expenses and not settlor expenses and then shall be used to reduce employer profit sharing contributions and/or matching contribution otherwise payable to the Plan. For each plan year that forfeitures are allocated, the plan administrator shall designate the specific employer contribution or contributions that the forfeitures reduce.

Forfeitures totaled \$13,860 in 2024 and \$5,612 in 2023. Forfeitures allocated to participants were \$32,127 in 2024 and \$-0- in 2023. Forfeitures used to pay administrative expenses were \$519 in 2024 and \$5,628 in 2023. Forfeitures available for future use are \$-0- as of June 30, 2024 and \$14,827 as of June 30, 2023.

NOTES TO FINANCIAL STATEMENTS

NOTE 2—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**BASIS OF ACCOUNTING**

The accompanying financial statements have been prepared using the accrual basis of accounting.

USE OF ESTIMATES

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

INVESTMENT VALUATION AND INCOME RECOGNITION

The Plan's investments at June 30, 2024 are held by Fidelity Management Trust Company ("Fidelity") and at June 30, 2023 were held by Principal Life Insurance Company ("Principal"). The Plan's investments, other than the Morley Stable Value Fund and Guaranteed Interest Accounts, are stated at fair value at June 30, 2024 and 2023. If available, quoted market prices are used to value investments. Investments having no quoted market price are reflected at their estimated fair value as determined by the investment manager. Investments in pooled separate accounts are valued at the net asset value of shares held by the Plan at year-end. Investments in common collective trusts are valued based on the market value of the underlying securities.

Morley Stable Value Fund ("Fund"), a common collective trust ("CCT"), is invested primarily in guaranteed investment contracts ("GICs") and synthetic investment contracts, and cash and cash equivalents. GIC and synthetic investments contracts are fully benefit-responsive investment contracts. The Fund is stated at contract value (principal balances of the contracts, plus accrued interest at the stated rate, less payments received and contract charges by the insurance company), which is approximate fair value, as determined by Fidelity from October 2023 through June 2024 and Principal, from July 2023 through September 2023. The contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The market yield for the Fund was 2.21% for 2024 and 2023; with blended net crediting rate was 2.86% as of June 30, 2024 and 2.92% as of June 30, 2023.

Market value events may limit the ability of the Fund to transact at contract value with the issuer. Market value events are events or conditions that occur which are outside of the normal operation of the Fund and lead to any Fund disbursements which have or will have a material adverse effect on the operations of the Fund and a financial effect on the investment contract or wrap issuer's interest hereunder.

Such events may include but are not limited to: Fund administration is amended or changed, merger or consolidation of investors, group terminations or layoffs, implementation of an early retirement program, termination or partial termination of the Fund, failure to meet certain tax qualifications, participant communication that is designed to influence participants not to invest in the Fund, transfers to competing options without meeting the equity wash provisions of the Fund, and plan sponsor withdrawals without the appropriate notice to the Fund and/or issuer.

In the normal course of business, such events or conditions would not limit the ability of the Fund to transact at contract value with the participants in the Fund. The Fund is managed to maintain a certain amount of liquidity to provide for the day-to-day liquidity needs of participants as well as the occasional market value event.

NOTES TO FINANCIAL STATEMENTS

NOTE 2—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

INVESTMENT VALUATION AND INCOME RECOGNITION (Continued)

Net appreciation (depreciation) on investments held represents the change in market value of the investments from the beginning of the Plan year (or date the investments were purchased, if later) to the end of the Plan year. Dividends, interest, and appreciation (depreciation) are included in investment income (loss).

NOTES RECEIVABLE FROM PARTICIPANTS

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

PAYMENT OF BENEFITS

Benefits are recorded when paid.

ADMINISTRATIVE EXPENSES

Expenses of the Plan, to the extent that the Company does not pay such expenses, may be paid out of the assets of the Plan.

NOTE 3—FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:

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

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

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

NOTES TO FINANCIAL STATEMENTS

NOTE 3—FAIR VALUE MEASUREMENTS (Continued)

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at June 30, 2024 and 2023.

Level 1 Fair Value Measurements

The fair value of mutual funds is based on quoted net asset values of the shares held by the Plan at year-end.

Level 2 and Level 3 Fair Value Measurements

Level 2 and Level 3 Fair Value Measurements are not applicable to the Plan for 2024 and 2023.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of June 30, 2024 and 2023:

	<u>Assets at Fair Value as of June 30, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 46,451,103	\$ —	\$ —	\$ 46,451,103
Total Assets in the Fair Value Hierarchy	46,451,103	—	—	46,451,103
Investments Measured at Net Asset Value				<u>2,229,878</u>
Total Assets at Fair Value	\$ 46,451,103	\$ —	\$ —	\$ 48,680,981

NOTES TO FINANCIAL STATEMENTS

NOTE 3—FAIR VALUE MEASUREMENTS (Continued)

<u>Assets at Fair Value as of June 30, 2023</u>				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 17,231,095	\$ —	\$ —	\$ 17,231,095
Total Assets in the Fair Value Hierarchy.....	17,231,095	—	—	17,231,095
Investments Measured at Net Asset Value.....				27,813,509
Total Assets at Fair Value	\$ 17,231,095	\$ —	\$ —	\$ 45,044,604

In accordance with FASB ASC subtopic 820-10, certain investments that are measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy.

For 2023, Pooled Separate Accounts (“PSAs”) are valued at the net asset value (NAV) of shares held by the plan at year-end as reported by the fund managers. Each of the PSAs invests either in multiple securities or in single mutual funds which are generally identified in the name of the separate account. Investments in funds can be redeemed daily upon request and have redemption prices that are determined by the fund's net asset value per unit. Unfunded commitments typically are found in private equity funds and therefore are not applicable to PSAs.

For 2024, Money market funds are valued at the net asset value (“NAV”) of shares held by the Plan at year-end. NAV is determined by each fund's trustee based on the fair value of the underlying securities held less liabilities held by the fund. This practical expedient is not used when it is determined to be provable that the fund will sell the investment for an amount different than the reported NAV. Plan transactions (issuance and redemptions) may occur daily. There are no restrictions on a participant's ability to redeem investments. However, withdrawals prompted by certain events (e.g., termination of the managed income portfolio, changes in laws and regulations) may restrict a participant's ability to redeem the investment at its NAV.

NOTE 4—INFORMATION CERTIFIED BY CUSTODIAN

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Principal Life Insurance Company, the custodian from July 2023 to September 2023 and Fidelity Management Trust Company, the custodian of the Plan from October 2023 to June 2024, have certified that the following data included in the accompanying financial statements and schedule is complete and accurate.

- Investments, as shown in the accompanying statements of assets available for benefits as of June 30, 2024 and 2023.
- Investment income, as shown in the accompanying statements of changes in assets available for benefits for the years ended June 30, 2024 and 2023.
- The schedule of assets (held at end of year) as of June 30, 2024, as shown on Schedule H - Line 4(i).

NOTES TO FINANCIAL STATEMENTS

NOTE 4—INFORMATION CERTIFIED BY CUSTODIAN (Continued)

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

NOTE 5—NOTES RECEIVABLE FROM PARTICIPANTS

Participants may borrow up to 50% of their vested account balance, with a maximum loan amount of \$50,000. Repayments of principal and interest are made in equal monthly installments over the specified loan period (generally five years) through payroll deductions. Interest rates are determined by following procedures that consider the rates issued by lending institutions under similar circumstances.

NOTE 6—RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Company provides to the Plan certain accounting and administrative services for which no fees are charged. In addition, the majority of the expenses of the Plan are paid by the Company.

Plan investments are managed by the trustees of the Plan. The Plan's third-party administrator was Profit Planners, LLC from July 2023 to September 2023. Profit Planners, LLC was considered a party-in-interest. The Plan's asset custodian from July 2023 to September 2023 was Principal, which is also considered a party-in-interest. Effective October 1, 2023, the Plan's custodian and third-party administrator is Fidelity Management Trust Company.

NOTE 7—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 at any time subject to the provisions of ERISA. If the Company should decide to terminate the Plan, participants would become 100% vested in the Company contribution portion of their accounts.

NOTE 8—TAX STATUS

The Company was a Prototype Non-Standardized 401(k) Plan ("Prototype Plan") sponsored by Principal Life Insurance Company which was adopted by the Company on July 1, 2014. The Prototype Plan obtained an opinion letter, but not a determination letter, in which the Internal Revenue Service ("IRS") stated that the Prototype Plan, as then designed, was in compliance with the applicable requirements of the IRC.

Effective July 1, 2022, the Company adopted a Non-Standardized Pre-Approved Profit Sharing ("Pre-Approved Plan") sponsored by Profit Planners, LLC. The Pre-Approved Plan obtained an opinion letter in which IRS stated that the Pre-Approved Plan, as then designed, was acceptable for use by the Plan under IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

NOTES TO FINANCIAL STATEMENTS

NOTE 8—TAX STATUS (Continued)

Effective October 1, 2023, the Company adopted a Pre-Approved Defined Contribution Plan designed by Fidelity Management & Research Co. The Pre-Approved Defined Contribution Plan obtained its latest opinion letter on June 30, 2020. The Company has not applied for its own determination letter from the IRS. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the plan, and has concluded that as of June 30, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 9—RISKS AND UNCERTAINTIES

The Plan may invest in various investments. Investments are exposed to various risks, such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for Plan benefits.

NOTE 10—PROHIBITED TRANSACTIONS

During the plan year ending June 30, 2024, the Company failed to transmit participant contributions within the timeframe required by DOL Regulation 2510.3-102 totaling \$83,542 for 2024. \$83,542 was remitted to the Plan during the plan year and the Company is in process of calculating the participants' lost earnings.

During 2020, the Company failed to transmit participant contributions within the timeframe required by DOL Regulation 2510.3-102 totaling \$295,546 for 2020. \$295,546 was remitted to the Plan in 2020. The Company cured the prohibited transactions by restoring \$493 of participants' lost earnings to the Plan during 2023.

NOTE 11—SUBSEQUENT EVENTS

Management has evaluated subsequent events through April 14, 2025, the date which the financial statements were available for issue. Except as disclosed elsewhere in the financial statements, there were no other subsequent events which require disclosure.

SUPPLEMENTARY INFORMATION

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Form 5500
EIN: 36-3114352
Plan Number: 001
As of June 30, 2024

Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment, including Maturity Date Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
Money Market Fund			
Vanguard Federal Money Market	Money Market Fund	**	\$ 2,229,878
Registered Investment Companies			
American Funds Target Date Retirement 2010 R6 Fund	Registered Investment Company	**	18,718
American Funds Target Date Retirement 2020 R6 Fund	Registered Investment Company	**	50,075
American Funds Target Date Retirement 2025 R6 Fund	Registered Investment Company	**	2,122,363
American Funds Target Date Retirement 2030 R6 Fund	Registered Investment Company	**	2,861,750
American Funds Target Date Retirement 2035 R6 Fund	Registered Investment Company	**	4,427,932
American Funds Target Date Retirement 2040 R6 Fund	Registered Investment Company	**	3,529,141
American Funds Target Date Retirement 2045 R6 Fund	Registered Investment Company	**	1,161,577
American Funds Target Date Retirement 2050 R6 Fund	Registered Investment Company	**	933,125
American Funds Target Date Retirement 2055 R6 Fund	Registered Investment Company	**	557,123
American Funds Target Date Retirement 2060 R6 Fund	Registered Investment Company	**	275,450
American Funds Target Date Retirement 2065 R6 Fund	Registered Investment Company	**	81,842
Vanguard FTSE SOC IDX Adm Fund	Registered Investment Company	**	952,778
Janus Henderson Enterprise Fund	Registered Investment Company	**	1,007,592
Vanguard Selected Value Fund	Registered Investment Company	**	1,370,543
DFA US Small Cap Portfolio	Registered Investment Company	**	670,745
BlackRock Advisors, LLC High Yld Portfolio	Registered Investment Company	**	1,030,373
Vanguard Windsor II Fund	Registered Investment Company	**	1,192,917
Vanguard Explorer Fund	Registered Investment Company	**	459,659
DFA US Small Cap Value Portfolio	Registered Investment Company	**	238,331
American Funds New World Fund	Registered Investment Company	**	238,620
Janus Henderson Overseas Fund	Registered Investment Company	**	6,975
Vanguard Info Tech Index Fund	Registered Investment Company	**	661,838
Vanguard Health Care Index	Registered Investment Company	**	26,312
American Funds US Government Securities Fund	Registered Investment Company	**	557,831
JPMorgan Large Cap Growth Fund	Registered Investment Company	**	3,088,011
DFA Real Estate Securities Portfolio	Registered Investment Company	**	644,854
* Fidelity International Small Cap Fund	Registered Investment Company	**	972,204
* Fidelity Total Bond Fund	Registered Investment Company	**	1,566,014
* Fidelity 500 Index Fund	Registered Investment Company	**	9,782,226
* Fidelity Mid Cap Index Fund	Registered Investment Company	**	2,763,280
* Fidelity Small Cap Index Fund	Registered Investment Company	**	1,349,048
* Fidelity International Index Fund	Registered Investment Company	**	1,064,784
* Fidelity Large Cap Growth Fund	Registered Investment Company	**	787,072
Total Registered Investment Companies			46,451,103
Morley Stable Value Fund	Collective Investment Trust	**	2,888,246
* Notes Receivable from Participants	Interest at 4.25% to 9.25% Maturing through April 2028	**	373,865
TOTAL			\$ 51,943,092

* Represents a party in interest.

** Cost basis is not required to be reported for participant-directed accounts.

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

Form 5500

EIN: 36-0851490

Plan Number: 010

As of June 30, 2024

	Total that Constitute Nonexempt Prohibited Transactions			
Participant Contributions Transferred Late to Plan	Contribution Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: ☐	\$0	\$83,542	\$0	\$0

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
FINANCIAL STATEMENTS
JUNE 30, 2024

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INDEPENDENT AUDITORS' REPORT

Plan Administrator
Renishaw, Inc. Employee Salary Savings Plan
West Dundee, Illinois

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

We have performed audits of the accompanying financial statements of RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 June 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of June 30, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and 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. 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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 RENISHAW, INC. EMPLOYEE SALARY SAVINGS 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.

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 listed in the accompanying table of contents are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Warady & Davis LLP

April 14, 2025

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of June 30	2024	2023
ASSETS		
Investments		
Investments at Fair Value		
Money Market	\$ 2,229,878	\$ —
Pooled Separate Accounts	—	27,813,509
Mutual Funds	<u>46,451,103</u>	<u>17,231,095</u>
	<u>48,680,981</u>	<u>45,044,604</u>
Collective Investment Trusts	<u>2,888,246</u>	<u>3,337,665</u>
Total Investments	<u>51,569,227</u>	<u>48,382,269</u>
Receivables		
Employee Contribution	—	83,677
Employer Contribution	547,275	525,166
Notes Receivable from Participants	<u>373,865</u>	<u>278,851</u>
Total Receivables	<u>921,140</u>	<u>887,694</u>
NET ASSETS AVAILABLE FOR BENEFITS	\$ 52,490,367	\$ 49,269,963

RENISHAW, INC. EMPLOYEE SALARY SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended June 30	2024	2023
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment Income		
Net Appreciation in Fair Value of Investments	\$ 5,998,885	\$ 5,199,669
Dividend and Interest Income	<u>1,140,058</u>	<u>—</u>
Total Investment Income	<u>7,138,943</u>	<u>5,199,669</u>
 Interest Income - Notes Receivable from Participants	 <u>24,811</u>	 <u>14,605</u>
 Contributions		
Employer Matching	231,259	222,830
Employer Safe Harbor	679,341	621,526
Employer Profit Sharing	<u>1,221,541</u>	<u>1,152,042</u>
Employer Contributions	2,132,141	1,996,398
Employee	2,186,919	1,907,436
Employee Rollover	<u>917,555</u>	<u>2,693,268</u>
Total Contributions	<u>5,236,615</u>	<u>6,597,102</u>
 Total Additions	 <u>12,400,369</u>	 <u>11,811,376</u>
 DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Administrative Fees	23,234	43,926
Benefits Paid to Participants	<u>9,156,731</u>	<u>3,429,310</u>
Total Deductions	<u>9,179,965</u>	<u>3,473,236</u>
 Net Increase	 3,220,404	 8,338,140
 NET ASSETS AVAILABLE FOR BENEFITS		
Beginning	49,269,963	40,931,823
 ENDING	 <u><u>\$ 52,490,367</u></u>	 <u><u>\$ 49,269,963</u></u>

See accompanying notes.

NOTES TO FINANCIAL STATEMENTS

NOTE 1—PLAN DESCRIPTION

Renishaw, Inc. Employee Salary Savings Plan (the “Plan”) is a defined contribution plan designed to operate under the provisions of Section 401(k) of the Internal Revenue Code (“IRC”). The Plan covers all eligible employees of Renishaw, Inc. (the “Company”). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended. The following description of the Plan provides only summary information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

ELIGIBILITY

Each employee is eligible to make pre-tax deferrals to the Plan and receive Company Discretionary Matching contributions on the first day of the month immediately following the month of employment by the Company.

An Eligible Employee employed on or before June 30, 2014, shall become a Participant with respect to Company Discretionary Profit-sharing contributions on the first day of the month immediately following the month of employment by the Company.

Effective July 1, 2014, each employee of the Company who has attained 21 years of age and has completed one year of service is eligible for the Company Safe Harbor and Company Discretionary Profit-sharing contribution. An eligible employee will commence participation on the July 1st or January 1st immediately following the satisfaction of the previously mentioned eligibility requirements.

Effective July 1, 2022, the Plan eliminated the age 21 eligibility requirement. Thus, any eligible employee who meets the applicable service requirement (none for deferrals and match; one Year of Service for safe harbor and nonelective contributions) enters the Plan on the next applicable Entry Date for the relevant type of contribution regardless of their age.

Effective April 21, 2023, the Plan was amended to permit Participants to take in-service distributions on or after attainment of age 59-1/2 from any contribution source within the Plan (for example, matching contributions or safe harbor contributions) so long as that source is fully vested at the time they request a distribution.

CONTRIBUTIONS

Each year, participants may elect to contribute up to 100% of pre-tax annual compensation as defined in the Plan to a maximum of \$23,000 for a calendar year-end 2024 and \$22,500 for 2023. Participants who are at least age 50 may make additional “catch-up” contributions of \$7,500 in 2024 and 2023. Participants may also rollover amounts representing distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan. Effective October 1, 2023, an autoenrollment feature was added to the Plan. Unless participants choose a different percentage or elect not to defer, they are initially set up for deferrals of 5% of their compensation.

Based on the discretion of the Board of Directors, the Company may, subject to certain limitations, make a matching contribution to the Plan for each participant in accordance with the terms of the Plan document. For 2024 and 2023, the Company made a matching contribution of 50% of employee’s deferral, up to 1% of their wages. The Company’s matching contribution was \$231,259 for 2024 and \$222,830 for 2023.

NOTES TO FINANCIAL STATEMENTS

NOTE 1—PLAN DESCRIPTION (Continued)**CONTRIBUTIONS (Continued)**

The Company makes safe harbor contributions to each of the eligible employees which equals to 3% of each participant's eligible compensation. The Company may also elect to make a discretionary profit-sharing contribution. This contribution is participant-directed. The Company's safe harbor contributions and discretionary profit-sharing contribution totaled \$1,900,882 for 2024 and \$1,773,568 for 2023.

PARTICIPANT ACCOUNTS

Each participant's account is credited with the participant's contribution, the Company's discretionary matching contribution, the Company's safe harbor contributions, and an allocation of the Company's discretionary profit-sharing contribution, if applicable, and Plan earnings. Allocations are based on participant contributions, plan compensation, or Plan earnings, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

VESTING

Participants are 100% vested in their elective deferral, rollover contributions, and employer's safe harbor contributions, plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contributions portion of their accounts, plus actual earnings thereon, is based on years of continuous service. Participants earn 25% per year vesting on Company's contribution portion and are 100% vested after four years of credited service.

PAYMENT OF BENEFITS

Upon termination of service due to retirement, disability or death, a participant may elect to receive a lump-sum payment, installment payments, or annuity payments. Participants may receive distributions of their elective deferral contributions plus actual earnings thereon under certain financial hardship circumstances.

Participant may also receive in-service distribution upon reach of retirement age.

FORFEITURES

Forfeitures attributable to employer profit sharing contribution and/or matching contribution shall be used to restore any participant's account balance that was forfeited and for which the participant has repaid his or her vested distribution or has made a valid claim. Any remaining forfeitures shall be used first by the Company to offset administrative expenses of the Plan to the extent they are Plan expenses and not settlor expenses and then shall be used to reduce employer profit sharing contributions and/or matching contribution otherwise payable to the Plan. For each plan year that forfeitures are allocated, the plan administrator shall designate the specific employer contribution or contributions that the forfeitures reduce.

Forfeitures totaled \$13,860 in 2024 and \$5,612 in 2023. Forfeitures allocated to participants were \$32,127 in 2024 and \$-0- in 2023. Forfeitures used to pay administrative expenses were \$519 in 2024 and \$5,628 in 2023. Forfeitures available for future use are \$-0- as of June 30, 2024 and \$14,827 as of June 30, 2023.

NOTES TO FINANCIAL STATEMENTS

NOTE 2—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**BASIS OF ACCOUNTING**

The accompanying financial statements have been prepared using the accrual basis of accounting.

USE OF ESTIMATES

The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

INVESTMENT VALUATION AND INCOME RECOGNITION

The Plan's investments at June 30, 2024 are held by Fidelity Management Trust Company ("Fidelity") and at June 30, 2023 were held by Principal Life Insurance Company ("Principal"). The Plan's investments, other than the Morley Stable Value Fund and Guaranteed Interest Accounts, are stated at fair value at June 30, 2024 and 2023. If available, quoted market prices are used to value investments. Investments having no quoted market price are reflected at their estimated fair value as determined by the investment manager. Investments in pooled separate accounts are valued at the net asset value of shares held by the Plan at year-end. Investments in common collective trusts are valued based on the market value of the underlying securities.

Morley Stable Value Fund ("Fund"), a common collective trust ("CCT"), is invested primarily in guaranteed investment contracts ("GICs") and synthetic investment contracts, and cash and cash equivalents. GIC and synthetic investments contracts are fully benefit-responsive investment contracts. The Fund is stated at contract value (principal balances of the contracts, plus accrued interest at the stated rate, less payments received and contract charges by the insurance company), which is approximate fair value, as determined by Fidelity from October 2023 through June 2024 and Principal, from July 2023 through September 2023. The contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The market yield for the Fund was 2.21% for 2024 and 2023; with blended net crediting rate was 2.86% as of June 30, 2024 and 2.92% as of June 30, 2023.

Market value events may limit the ability of the Fund to transact at contract value with the issuer. Market value events are events or conditions that occur which are outside of the normal operation of the Fund and lead to any Fund disbursements which have or will have a material adverse effect on the operations of the Fund and a financial effect on the investment contract or wrap issuer's interest hereunder.

Such events may include but are not limited to: Fund administration is amended or changed, merger or consolidation of investors, group terminations or layoffs, implementation of an early retirement program, termination or partial termination of the Fund, failure to meet certain tax qualifications, participant communication that is designed to influence participants not to invest in the Fund, transfers to competing options without meeting the equity wash provisions of the Fund, and plan sponsor withdrawals without the appropriate notice to the Fund and/or issuer.

In the normal course of business, such events or conditions would not limit the ability of the Fund to transact at contract value with the participants in the Fund. The Fund is managed to maintain a certain amount of liquidity to provide for the day-to-day liquidity needs of participants as well as the occasional market value event.

NOTES TO FINANCIAL STATEMENTS

NOTE 2—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

INVESTMENT VALUATION AND INCOME RECOGNITION (Continued)

Net appreciation (depreciation) on investments held represents the change in market value of the investments from the beginning of the Plan year (or date the investments were purchased, if later) to the end of the Plan year. Dividends, interest, and appreciation (depreciation) are included in investment income (loss).

NOTES RECEIVABLE FROM PARTICIPANTS

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

PAYMENT OF BENEFITS

Benefits are recorded when paid.

ADMINISTRATIVE EXPENSES

Expenses of the Plan, to the extent that the Company does not pay such expenses, may be paid out of the assets of the Plan.

NOTE 3—FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described below:

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

Level 2 Inputs to the valuation methodology include:

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

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

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

NOTES TO FINANCIAL STATEMENTS

NOTE 3—FAIR VALUE MEASUREMENTS (Continued)

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at June 30, 2024 and 2023.

Level 1 Fair Value Measurements

The fair value of mutual funds is based on quoted net asset values of the shares held by the Plan at year-end.

Level 2 and Level 3 Fair Value Measurements

Level 2 and Level 3 Fair Value Measurements are not applicable to the Plan for 2024 and 2023.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of June 30, 2024 and 2023:

	<u>Assets at Fair Value as of June 30, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 46,451,103	\$ —	\$ —	\$ 46,451,103
Total Assets in the Fair Value Hierarchy	46,451,103	—	—	46,451,103
Investments Measured at Net Asset Value				<u>2,229,878</u>
Total Assets at Fair Value	\$ 46,451,103	\$ —	\$ —	\$ 48,680,981

NOTES TO FINANCIAL STATEMENTS

NOTE 3—FAIR VALUE MEASUREMENTS (Continued)

<u>Assets at Fair Value as of June 30, 2023</u>				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 17,231,095	\$ —	\$ —	\$ 17,231,095
Total Assets in the Fair Value Hierarchy.....	17,231,095	—	—	17,231,095
Investments Measured at Net Asset Value.....				27,813,509
Total Assets at Fair Value	\$ 17,231,095	\$ —	\$ —	\$ 45,044,604

In accordance with FASB ASC subtopic 820-10, certain investments that are measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy.

For 2023, Pooled Separate Accounts (“PSAs”) are valued at the net asset value (NAV) of shares held by the plan at year-end as reported by the fund managers. Each of the PSAs invests either in multiple securities or in single mutual funds which are generally identified in the name of the separate account. Investments in funds can be redeemed daily upon request and have redemption prices that are determined by the fund's net asset value per unit. Unfunded commitments typically are found in private equity funds and therefore are not applicable to PSAs.

For 2024, Money market funds are valued at the net asset value (“NAV”) of shares held by the Plan at year-end. NAV is determined by each fund's trustee based on the fair value of the underlying securities held less liabilities held by the fund. This practical expedient is not used when it is determined to be provable that the fund will sell the investment for an amount different than the reported NAV. Plan transactions (issuance and redemptions) may occur daily. There are no restrictions on a participant's ability to redeem investments. However, withdrawals prompted by certain events (e.g., termination of the managed income portfolio, changes in laws and regulations) may restrict a participant's ability to redeem the investment at its NAV.

NOTE 4—INFORMATION CERTIFIED BY CUSTODIAN

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Principal Life Insurance Company, the custodian from July 2023 to September 2023 and Fidelity Management Trust Company, the custodian of the Plan from October 2023 to June 2024, have certified that the following data included in the accompanying financial statements and schedule is complete and accurate.

- Investments, as shown in the accompanying statements of assets available for benefits as of June 30, 2024 and 2023.
- Investment income, as shown in the accompanying statements of changes in assets available for benefits for the years ended June 30, 2024 and 2023.
- The schedule of assets (held at end of year) as of June 30, 2024, as shown on Schedule H - Line 4(i).

NOTES TO FINANCIAL STATEMENTS

NOTE 4—INFORMATION CERTIFIED BY CUSTODIAN (Continued)

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

NOTE 5—NOTES RECEIVABLE FROM PARTICIPANTS

Participants may borrow up to 50% of their vested account balance, with a maximum loan amount of \$50,000. Repayments of principal and interest are made in equal monthly installments over the specified loan period (generally five years) through payroll deductions. Interest rates are determined by following procedures that consider the rates issued by lending institutions under similar circumstances.

NOTE 6—RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Company provides to the Plan certain accounting and administrative services for which no fees are charged. In addition, the majority of the expenses of the Plan are paid by the Company.

Plan investments are managed by the trustees of the Plan. The Plan's third-party administrator was Profit Planners, LLC from July 2023 to September 2023. Profit Planners, LLC was considered a party-in-interest. The Plan's asset custodian from July 2023 to September 2023 was Principal, which is also considered a party-in-interest. Effective October 1, 2023, the Plan's custodian and third-party administrator is Fidelity Management Trust Company.

NOTE 7—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 at any time subject to the provisions of ERISA. If the Company should decide to terminate the Plan, participants would become 100% vested in the Company contribution portion of their accounts.

NOTE 8—TAX STATUS

The Company was a Prototype Non-Standardized 401(k) Plan ("Prototype Plan") sponsored by Principal Life Insurance Company which was adopted by the Company on July 1, 2014. The Prototype Plan obtained an opinion letter, but not a determination letter, in which the Internal Revenue Service ("IRS") stated that the Prototype Plan, as then designed, was in compliance with the applicable requirements of the IRC.

Effective July 1, 2022, the Company adopted a Non-Standardized Pre-Approved Profit Sharing ("Pre-Approved Plan") sponsored by Profit Planners, LLC. The Pre-Approved Plan obtained an opinion letter in which IRS stated that the Pre-Approved Plan, as then designed, was acceptable for use by the Plan under IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

NOTES TO FINANCIAL STATEMENTS

NOTE 8—TAX STATUS (Continued)

Effective October 1, 2023, the Company adopted a Pre-Approved Defined Contribution Plan designed by Fidelity Management & Research Co. The Pre-Approved Defined Contribution Plan obtained its latest opinion letter on June 30, 2020. The Company has not applied for its own determination letter from the IRS. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement dates.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the plan, and has concluded that as of June 30, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 9—RISKS AND UNCERTAINTIES

The Plan may invest in various investments. Investments are exposed to various risks, such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investments and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for Plan benefits.

NOTE 10—PROHIBITED TRANSACTIONS

During the plan year ending June 30, 2024, the Company failed to transmit participant contributions within the timeframe required by DOL Regulation 2510.3-102 totaling \$83,542 for 2024. \$83,542 was remitted to the Plan during the plan year and the Company is in process of calculating the participants' lost earnings.

During 2020, the Company failed to transmit participant contributions within the timeframe required by DOL Regulation 2510.3-102 totaling \$295,546 for 2020. \$295,546 was remitted to the Plan in 2020. The Company cured the prohibited transactions by restoring \$493 of participants' lost earnings to the Plan during 2023.

NOTE 11—SUBSEQUENT EVENTS

Management has evaluated subsequent events through April 14, 2025, the date which the financial statements were available for issue. Except as disclosed elsewhere in the financial statements, there were no other subsequent events which require disclosure.

SUPPLEMENTARY INFORMATION

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Form 5500
EIN: 36-3114352
Plan Number: 001
As of June 30, 2024

Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment, including Maturity Date Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
Money Market Fund			
Vanguard Federal Money Market	Money Market Fund	**	\$ 2,229,878
Registered Investment Companies			
American Funds Target Date Retirement 2010 R6 Fund	Registered Investment Company	**	18,718
American Funds Target Date Retirement 2020 R6 Fund	Registered Investment Company	**	50,075
American Funds Target Date Retirement 2025 R6 Fund	Registered Investment Company	**	2,122,363
American Funds Target Date Retirement 2030 R6 Fund	Registered Investment Company	**	2,861,750
American Funds Target Date Retirement 2035 R6 Fund	Registered Investment Company	**	4,427,932
American Funds Target Date Retirement 2040 R6 Fund	Registered Investment Company	**	3,529,141
American Funds Target Date Retirement 2045 R6 Fund	Registered Investment Company	**	1,161,577
American Funds Target Date Retirement 2050 R6 Fund	Registered Investment Company	**	933,125
American Funds Target Date Retirement 2055 R6 Fund	Registered Investment Company	**	557,123
American Funds Target Date Retirement 2060 R6 Fund	Registered Investment Company	**	275,450
American Funds Target Date Retirement 2065 R6 Fund	Registered Investment Company	**	81,842
Vanguard FTSE SOC IDX Adm Fund	Registered Investment Company	**	952,778
Janus Henderson Enterprise Fund	Registered Investment Company	**	1,007,592
Vanguard Selected Value Fund	Registered Investment Company	**	1,370,543
DFA US Small Cap Portfolio	Registered Investment Company	**	670,745
BlackRock Advisors, LLC High Yld Portfolio	Registered Investment Company	**	1,030,373
Vanguard Windsor II Fund	Registered Investment Company	**	1,192,917
Vanguard Explorer Fund	Registered Investment Company	**	459,659
DFA US Small Cap Value Portfolio	Registered Investment Company	**	238,331
American Funds New World Fund	Registered Investment Company	**	238,620
Janus Henderson Overseas Fund	Registered Investment Company	**	6,975
Vanguard Info Tech Index Fund	Registered Investment Company	**	661,838
Vanguard Health Care Index	Registered Investment Company	**	26,312
American Funds US Government Securities Fund	Registered Investment Company	**	557,831
JPMorgan Large Cap Growth Fund	Registered Investment Company	**	3,088,011
DFA Real Estate Securities Portfolio	Registered Investment Company	**	644,854
* Fidelity International Small Cap Fund	Registered Investment Company	**	972,204
* Fidelity Total Bond Fund	Registered Investment Company	**	1,566,014
* Fidelity 500 Index Fund	Registered Investment Company	**	9,782,226
* Fidelity Mid Cap Index Fund	Registered Investment Company	**	2,763,280
* Fidelity Small Cap Index Fund	Registered Investment Company	**	1,349,048
* Fidelity International Index Fund	Registered Investment Company	**	1,064,784
* Fidelity Large Cap Growth Fund	Registered Investment Company	**	787,072
Total Registered Investment Companies			46,451,103
Morley Stable Value Fund	Collective Investment Trust	**	2,888,246
* Notes Receivable from Participants	Interest at 4.25% to 9.25% Maturing through April 2028	**	373,865
TOTAL			\$ 51,943,092

* Represents a party in interest.

** Cost basis is not required to be reported for participant-directed accounts.

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

Form 5500

EIN: 36-0851490

Plan Number: 010

As of June 30, 2024

	Total that Constitute Nonexempt Prohibited Transactions			
Participant Contributions Transferred Late to Plan	Contribution Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: ☐	\$0	\$83,542	\$0	\$0