

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: KARCHER NORTH AMERICA, INC. 401(K) SAVINGS PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 07/01/1987
2a Plan sponsor's name (employer, if for a single-employer plan): KARCHER NORTH AMERICA, INC
2b Employer Identification Number (EIN): 13-3129757
2c Plan Sponsor's telephone number: 303-375-5427
2d Business code (see instructions): 335310

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	1066
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)	732
	6a(2)	699
	6b	32
	6c	291
	6d	1022
	6e	10
	6f	1032
	6g(1)	984
6g(2)	972	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2T 3D 3F

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules

- (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 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan KARCHER NORTH AMERICA, INC. 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 KARCHER NORTH AMERICA, INC	D Employer Identification Number (EIN) 13-3129757	

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

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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)

T ROWE PRICE RPS INC

100 EAST PRATT STREET
BALTIMORE, MD 21202

(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?
15 37 49	NONE	110035	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>KARCHER NORTH AMERICA, INC. 401(K) SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>KARCHER NORTH AMERICA, INC</u>	D Employer Identification Number (EIN) <u>13-3129757</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>TRP STABLE VALUE COMMON TRUST FUND</u>		
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u>		
c EIN-PN <u>52-1309931-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>4326941</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CIT PGIM TOTAL RETURN BOND FUND</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>		
c EIN-PN <u>38-4097323-471</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>492457</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CIT PUTNAM LARGE CAP GROWTH TRUST</u>		
b Name of sponsor of entity listed in (a): <u>WILMINTON TRUST, N.A.</u>		
c EIN-PN <u>86-1876640-675</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>638745</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>AB US LARGE CAP GROWTH CIT SERIES W</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY TRUST COMPANY</u>		
c EIN-PN <u>38-4116831-509</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2161446</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan KARCHER NORTH AMERICA, INC. 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 KARCHER NORTH AMERICA, INC	D Employer Identification Number (EIN) 13-3129757

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	49540	33288
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	732475	1006749
(9) Value of interest in common/collective trusts	1c(9)	7715898	7619589
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	57941511	59005255
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	66439424	67664881
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	66439424	67664881

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)	1953856	
(B) Participants.....	2a(1)(B)	3496780	
(C) Others (including rollovers).....	2a(1)(C)	156756	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		5607392
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	66005	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		66005
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2397413	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2397413
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		678717
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4598588
c Other income	2c		11745
d Total income. Add all income amounts in column (b) and enter total.....	2d		13359860

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	12024368	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		12024368
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	110035	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		110035
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		12134403

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		1225457
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

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: **BDO USA, P.C.**

(2) EIN: **13-5381590**

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.)		X	
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.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>KARCHER NORTH AMERICA, INC. 401(K) SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>KARCHER NORTH AMERICA, INC</u>	D Employer Identification Number (EIN) <u>13-3129757</u>	

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

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

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

1		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 52-1481931

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

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

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

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

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

19 If the total number of participants is 1,000 or more, complete lines (a) 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 08 / 19 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704138A.

Kärcher North America, Inc. 401(k) Savings Plan

**Financial Statements
and ERISA-Required Supplemental Schedule
As of December 31, 2024 and 2023 and
for the Year Ended December 31, 2024**

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Kärcher North America, Inc. 401(k) Savings Plan

Financial Statements and ERISA-Required Supplemental Schedule
As of December 31, 2024 and 2023 and for the Year Ended December 31, 2024

Kärcher North America, Inc. 401(k) Savings Plan

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024	18
Note: Other schedules required by Section 2520.103.10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.	



Independent Auditor's Report

The Plan Administrator
Kärcher North America, Inc. 401(k) Savings Plan
Denver, Colorado

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

We have performed audits of the financial statements of Kärcher North America, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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



In performing an audit in accordance with GAAS, we:

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

Our 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 GAAP.

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the



supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

BDO USA, P.C.

July 30, 2025

Kärcher North America, Inc. 401(k) Savings Plan

Statements of Net Assets Available for Plan Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value	\$ 66,624,844	\$ 65,657,409
Receivables:		
Employer contribution receivable	33,288	49,540
Notes receivable from participants	1,006,749	732,475
Total Receivables	1,040,037	782,015
Net Assets Available for Plan Benefits	\$ 67,664,881	\$ 66,439,424

See accompanying notes to financial statements.

Kärcher North America, Inc. 401(k) Savings Plan
Statement of Changes in Net Assets Available for Plan Benefits

Year ended December 31, 2024

Additions	
Contributions:	
Employer	\$ 1,953,856
Participant	3,496,780
Rollover	156,756
Total Contributions	5,607,392
Interest earned on notes receivable from participants	66,005
Other income	11,745
Investment income:	
Net appreciation in fair value of investments	5,277,305
Interest and dividends	2,397,413
Net Investment Income	7,674,718
Total Additions	13,359,860
Deductions	
Benefits paid to participants and deemed loan distributions	(12,024,368)
Administrative expenses	(110,035)
Total Deductions	(12,134,403)
Net Increase	1,225,457
Net Assets Available for Plan Benefits, beginning of year	66,439,424
Net Assets Available for Plan Benefits, end of year	\$ 67,664,881

See accompanying notes to financial statements.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

1. Plan Description

The following description of the Kärcher North America, Inc. 401(k) Savings Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan was established on July 1, 1987 by Windsor Industries, Inc. The Plan sponsor is Kärcher North America, Inc. (the Plan Sponsor or the Company) and includes the following participating employers, all under common control: Kärcher Floor Care, Inc.; Castle Rock Industries, Inc.; Windsor Industries, Inc.; Professional Chemicals Corporation; WOMA Corporation; and T & G Management Services, Inc. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is a qualified defined contribution plan available to eligible employees, as defined in the Plan Document.

Trustee and Administration of the Plan

The trustee of the Plan is T. Rowe Price Trust Company (T. Rowe Price or Trustee). The recordkeeper of the Plan is T. Rowe Price Retirement Plan Services, Inc. The administrator of the Plan is the Company. The Trustee holds all assets of the Plan in accordance with the provisions of the trust and service provider agreements with the Company.

Eligibility

Employees are eligible to participate in the Plan upon hire. The Plan does not allow collectively bargained employees, non-resident aliens, residents of Puerto Rico, or leased employees to participate in the Plan. Participants enter the Plan the first of the month once the eligibility provisions are met. Employees hired or rehired are automatically enrolled in the Plan unless they affirmatively elect not to participate or affirmatively elect a different deferral rate. Automatically enrolled participants have their deferral rate (on a pre-tax basis) set at 3% of eligible compensation.

Contributions

Eligible participants may elect to have a portion of their salary deferred and contributed to the Plan on a pre-tax or after-tax (Roth) basis up to 70% of their eligible compensation, subject to certain Internal Revenue Code (IRC) limitations. Participants who reach age 50 before the end of the Plan year may make catch-up contributions to the Plan subject to certain IRC limitations.

The Plan includes a Safe Harbor matching provision of 100% of each participant's deferred compensation not in excess of 4% of the participant's compensation. In addition, at the discretion of the Plan Sponsor, a discretionary non-elective employer contribution (profit-sharing contribution) may also be made. Employees must be employed on the last day of the Plan year to be eligible for the discretionary non-elective employer contribution. There was no discretionary non-elective employer contribution made to the Plan for the year ended December 31, 2024.

Rollover Contributions

Participants may also contribute amounts representing distributions from other qualified plans as rollover contributions.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

Participant Accounts

Each participant's account is credited or charged with investment earnings or losses; payments of benefits; net appreciation or depreciation in the fair value of the applicable investments; employer contributions; participant contributions; rollover contributions; and administrative expenses incurred in the operation and maintenance of the Plan and its investments. Investment earnings or losses are allocated to each participant's account in the proportion that the balance of each participant's account bears to the total balance of all participants in each investment fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account, after being credited or charged with the activity described above.

Investment Options

Participants may direct the investment of their account balance into various investment options offered by the Plan. The Plan offers various registered investment companies and stable value common/collective trust and collective investment trusts. Participants may change their investment directions at any time subject to such restrictions and procedures as are established by the recordkeeper and the investment fund prospectus. The 401(k) Advisory Board determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Vesting

Participants are immediately vested in their voluntary pre-tax, Roth, catch-up, and rollover contributions, and Safe Harbor matching contributions plus actual earnings thereon. Discretionary non-elective employer contributions and previous discretionary matching contributions are on a three-year vesting schedule. Participants vest 20% after one year of service, as defined by the Plan Document, vest 40% after two years of service, and are fully vested at three years of service.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. A participant note is secured by the balance in the participant's account and bears interest at prime plus 1% determined at the time of the borrowing and is fixed for the duration of the note. The maximum term of the note is five years, or up to a 15-year term if the borrowing is to be used to acquire a principal residence. Principal and interest are paid ratably through payroll deductions. A participant may only have one loan outstanding at any time. The interest rate on outstanding participant loans as of December 31, 2024 ranged from 4.25% to 9.50%.

Payment of Benefits

Distributions from the Plan may be made upon death, disability, retirement, or termination of employment under one of the following methods of distribution: a lump-sum cash payment, partial cash payment, or through a rollover to another qualified plan or individual retirement account (IRA). Immediate lump-sum distributions are to be made to terminated participants if the participant's balance is \$1,000 or less. Amounts over \$1,000 but less than \$7,000 will be rolled over to a qualified IRA in the name of the participant. These mandatory distributions will apply unless another form of distribution is elected. In-service distributions, at age 59½ and as allowed under Secure 2.0 for necessity due domestic violence, of the participant's vested account balance are also allowed by the Plan if certain criteria are met.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

Hardship Withdrawals

Participants may also withdraw an amount not to exceed the balance in their elective deferral rollover, prior employer matching, and qualified non-elective contribution accounts, subject to certain penalties, to satisfy one of the immediate and heavy financial needs as described in the Plan Document.

Forfeitures

Forfeited accounts may be used to reduce administrative expenses or future employer contributions. Forfeited non-vested accounts were de minimis as of December 31, 2024 and 2023. During the Plan year ended December 31, 2024, no forfeitures were used to reduce employer contributions or to pay administrative expenses.

Plan Termination

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

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. For further discussion on valuation, see Note 3.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income and capital gains are recorded on the ex-dividend date. The net appreciation or depreciation in the fair value of investments consists of the realized gains or losses and the unrealized appreciation or depreciation on investments and reinvested capital gains. Other income consists primarily of administrative fee credits allocated to participants.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Any accrued but unpaid interest was de minimis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Contributions

Participant contributions are recognized in the period during which the Company makes payroll deductions from the participant's compensation. Employer contributions are recognized in the period during which the related participant contributions are deducted from the participant's compensation.

Payments of Benefits

Benefits are recorded when paid. There were no benefit payments pending at December 31, 2024 or 2023.

Expenses of the Plan

Fees (primarily recordkeeping fees and loan origination fees) are charged directly to each participant's account and are included in administrative fees. Plan expenses of \$110,035 were paid by the Plan during the year ended December 31, 2024. Under the service provider agreement with T. Rowe Price, certain revenue-sharing rebates received from certain mutual funds are used to pay Plan expenses and are recorded as other income. Fees in excess of rebates are charged to the Plan. Investment-related expenses (in the form of an expense ratio) are included in net appreciation in fair value of investments. All other expenses of the Plan for the year ended December 31, 2024 were paid by the Company and have been excluded from these financial statements.

3. Fair Value Measurements and Disclosures

The Financial Accounting Standards Board Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels.

Level 1 - Inputs are the highest priority and consist of unadjusted quoted prices in active markets the Plan has the ability to access for identical assets and liabilities.

Level 2 - Inputs are inputs for quoted prices for similar assets or liabilities in active markets; inputs for 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; or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Inputs are the lowest priority and are unobservable and significant to the fair value measurement of an asset or liability.

The asset'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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

Registered Investment Companies (Mutual Funds) - These are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Stable Value Common/Collective Trust Fund - The T. Rowe Price Stable Value Common Trust Fund is a stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the NAV of the units of the collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient will not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the fund, the issuer reserves the right to require a 12 to 30-month notification in order to ensure that securities liquidations will be carried out in an orderly business manner. This investment is a direct filing entity.

Collective Investment Trusts (CITs) - These are valued at fair value using NAV as a practical expedient. NAV is determined by the issuer based on the fair value of the underlying investments. The practical expedient would not be used if it is determined to be probable that the investment will be sold for an amount different from the NAV. These investments are direct filing entities.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investments measured at fair value on a recurring basis:

December 31, 2024

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 59,005,255	\$ -	\$ -	\$ 59,005,255
Total Assets , in the fair value hierarchy	\$ 59,005,255	\$ -	\$ -	59,005,255
Investments measured at NAV ^(a)				7,619,589
Total Investments , at fair value				\$ 66,624,844

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

December 31, 2023

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 57,941,511	\$ -	\$ -	\$ 57,941,511
Total Assets , in the fair value hierarchy	\$ 57,941,511	\$ -	\$ -	57,941,511
Investments measured at NAV ^(a)				7,715,898
Total Investments , at fair value				\$ 65,657,409

^(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for plan benefits.

Investments Measured Using the NAV per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period, if any, is applicable only to the Plan.

December 31,

Investment Type	2024	2023	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Stable Value - Common/ Collective Trust	\$ 4,326,941	\$ 4,977,036	None	Daily	12 to 30 months
Collective Investment Trusts	3,292,648	2,738,862	None	Daily	None

4. Income Tax Status

The Plan was amended and restated in its entirety effective January 1, 2021. The underlying pre-approved defined-contribution plan received an opinion letter from the Internal Revenue Service (IRS) dated August 19, 2020 stating that the form of the pre-approved defined-contribution plan, as then designed, was acceptable under Section 401 of the IRC and therefore exempt from federal income taxes under the provisions of Section 501(a) of the IRC.

The Plan Administrator believes that the Plan is designed and currently being operated in compliance with the applicable provisions of the IRC. The Plan Administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement date; therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires 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 IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no IRS examinations for any tax periods in progress.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

5. Certified Investment Information

The Plan Sponsor has elected the method of annual reporting compliance permitted by 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. Accordingly, the Trustee, a qualified institution, has certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as shown in the accompanying statements of net assets available for plan benefits as of December 31, 2024 and 2023.
- Interest earned on notes receivable from participants, other income, net appreciation in fair value of investments, and interest and dividend income as shown in the accompanying statement of changes in net assets available for plan benefits for the year ended December 31, 2024.
- Investment information in notes to financial statements as of December 31, 2024 and 2023 and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedule is in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

6. Transactions with Parties-in-Interest and Related Parties

The Plan invests in shares of registered investment companies and units of a common/collective trust managed by an affiliate of the Trustee. Certain investment fees are paid to T. Rowe Price and reflected within the net investment income for the year. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts. Loan origination and distribution processing fees are paid to T. Rowe Price. As such, these transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

7. Concentrations, Risks, and Uncertainties

The Plan provides for various investments. Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility risk. Additionally, the value, liquidity, and related income of the investment securities are sensitive to changes in economic conditions in interest rates. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

8. Subsequent Events

The Plan has evaluated subsequent events through July 30, 2025, the date the financial statements were available to be issued. There were no events or transactions discovered during this evaluation that would require recognition or disclosure in the financial statements, except those disclosed below.

The Plan was restated effective March 31, 2025. As a result of the restatement, the Plan was amended to allow for in-plan Roth rollovers.

Supplemental Schedule

Kärcher North America, Inc. 401(k) Savings Plan

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

EIN: 13-3129757

Plan Number: 002

December 31, 2024

(a)	(b)	(c)	(d)	(e)
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	
Registered Investment Companies				
American Funds	EuroPacific Growth Fund - R6 Shares		\$	476,732
BlackRock	High Yield Bond Portfolio Institutional Shares			363,310
Invesco	Balanced-Risk Allocation R6			39,870
Principal	Diversified Real Asset Institutional			225,846
Principal	Real Estate Securities Inst			18,016
PGIM	Global Total Return R6			43,077
* T. Rowe Price	Retirement 2005 I Class			4,018
* T. Rowe Price	Retirement 2010 I Class			81,816
* T. Rowe Price	Retirement 2015 I Class			233,441
* T. Rowe Price	Retirement 2020 I Class			3,299,700
* T. Rowe Price	Retirement 2025 I Class			8,600,157
* T. Rowe Price	Retirement 2030 I Class			12,776,300
* T. Rowe Price	Retirement 2035 I Class			8,927,276
* T. Rowe Price	Retirement 2040 I Class			4,883,949
* T. Rowe Price	Retirement 2045 I Class			4,469,847
* T. Rowe Price	Retirement 2050 I Class			2,534,579
* T. Rowe Price	Retirement 2055 I Class			1,931,860
* T. Rowe Price	Retirement 2060 I Class			851,570
* T. Rowe Price	Retirement 2065 I Class			361,165
* T. Rowe Price	U.S. Treasury Money Fund			15,087
Vanguard	500 Index Admiral			4,079,260
Vanguard	Mid-Cap Index Admiral			2,018,943
Vanguard	Small-Cap Index Admiral			1,503,606
Vanguard	Total Bond Market Index ADM			671,606
Vanguard	Total International Stock Index Fund Admiral			594,224
Total Registered Investment Companies				59,005,255
Common/Collective Trust and Collective Investment Trusts				
PGIM Trust Company	Total Return Bond U			492,457
Great Gray Trust Company	Ab Us Large Cap Growth W			2,161,446
Putnam Trust Company	Large Cap Value II Class U			638,745
* T. Rowe Price Trust Company	Stable Value Common Trust Fund			4,326,941
Total Common/Collective Trust and Collective Investment Trusts				7,619,589
Total Investments, per financial statements				66,624,844
* Notes Receivable from Participants (Loans)	Interest rates of 4.25% to 9.50%			1,006,749
Total Investments, per Form 5500				\$ 67,631,593

* A party-in-interest, as defined by ERISA.

** Cost of participant-directed investments is not required to be disclosed.

Kärcher North America, Inc. 401(k) Savings Plan

**Financial Statements
and ERISA-Required Supplemental Schedule
As of December 31, 2024 and 2023 and
for the Year Ended December 31, 2024**

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Kärcher North America, Inc. 401(k) Savings Plan

Financial Statements and ERISA-Required Supplemental Schedule
As of December 31, 2024 and 2023 and for the Year Ended December 31, 2024

Kärcher North America, Inc. 401(k) Savings Plan

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Note: Other schedules required by Section 2520.103.10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.



Independent Auditor's Report

The Plan Administrator
Kärcher North America, Inc. 401(k) Savings Plan
Denver, Colorado

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

We have performed audits of the financial statements of Kärcher North America, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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



In performing an audit in accordance with GAAS, we:

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

Our 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 GAAP.

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

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

Other Matter – Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the



supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

BDO USA, P.C.

July 30, 2025

Kärcher North America, Inc. 401(k) Savings Plan

Statements of Net Assets Available for Plan Benefits

<i>December 31,</i>	2024	2023
Assets		
Investments, at fair value	\$ 66,624,844	\$ 65,657,409
Receivables:		
Employer contribution receivable	33,288	49,540
Notes receivable from participants	1,006,749	732,475
Total Receivables	1,040,037	782,015
Net Assets Available for Plan Benefits	\$ 67,664,881	\$ 66,439,424

See accompanying notes to financial statements.

Kärcher North America, Inc. 401(k) Savings Plan
Statement of Changes in Net Assets Available for Plan Benefits

Year ended December 31, 2024

Additions	
Contributions:	
Employer	\$ 1,953,856
Participant	3,496,780
Rollover	156,756
Total Contributions	5,607,392
Interest earned on notes receivable from participants	66,005
Other income	11,745
Investment income:	
Net appreciation in fair value of investments	5,277,305
Interest and dividends	2,397,413
Net Investment Income	7,674,718
Total Additions	13,359,860
Deductions	
Benefits paid to participants and deemed loan distributions	(12,024,368)
Administrative expenses	(110,035)
Total Deductions	(12,134,403)
Net Increase	1,225,457
Net Assets Available for Plan Benefits, beginning of year	66,439,424
Net Assets Available for Plan Benefits, end of year	\$ 67,664,881

See accompanying notes to financial statements.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

1. Plan Description

The following description of the Kärcher North America, Inc. 401(k) Savings Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan was established on July 1, 1987 by Windsor Industries, Inc. The Plan sponsor is Kärcher North America, Inc. (the Plan Sponsor or the Company) and includes the following participating employers, all under common control: Kärcher Floor Care, Inc.; Castle Rock Industries, Inc.; Windsor Industries, Inc.; Professional Chemicals Corporation; WOMA Corporation; and T & G Management Services, Inc. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan is a qualified defined contribution plan available to eligible employees, as defined in the Plan Document.

Trustee and Administration of the Plan

The trustee of the Plan is T. Rowe Price Trust Company (T. Rowe Price or Trustee). The recordkeeper of the Plan is T. Rowe Price Retirement Plan Services, Inc. The administrator of the Plan is the Company. The Trustee holds all assets of the Plan in accordance with the provisions of the trust and service provider agreements with the Company.

Eligibility

Employees are eligible to participate in the Plan upon hire. The Plan does not allow collectively bargained employees, non-resident aliens, residents of Puerto Rico, or leased employees to participate in the Plan. Participants enter the Plan the first of the month once the eligibility provisions are met. Employees hired or rehired are automatically enrolled in the Plan unless they affirmatively elect not to participate or affirmatively elect a different deferral rate. Automatically enrolled participants have their deferral rate (on a pre-tax basis) set at 3% of eligible compensation.

Contributions

Eligible participants may elect to have a portion of their salary deferred and contributed to the Plan on a pre-tax or after-tax (Roth) basis up to 70% of their eligible compensation, subject to certain Internal Revenue Code (IRC) limitations. Participants who reach age 50 before the end of the Plan year may make catch-up contributions to the Plan subject to certain IRC limitations.

The Plan includes a Safe Harbor matching provision of 100% of each participant's deferred compensation not in excess of 4% of the participant's compensation. In addition, at the discretion of the Plan Sponsor, a discretionary non-elective employer contribution (profit-sharing contribution) may also be made. Employees must be employed on the last day of the Plan year to be eligible for the discretionary non-elective employer contribution. There was no discretionary non-elective employer contribution made to the Plan for the year ended December 31, 2024.

Rollover Contributions

Participants may also contribute amounts representing distributions from other qualified plans as rollover contributions.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

Participant Accounts

Each participant's account is credited or charged with investment earnings or losses; payments of benefits; net appreciation or depreciation in the fair value of the applicable investments; employer contributions; participant contributions; rollover contributions; and administrative expenses incurred in the operation and maintenance of the Plan and its investments. Investment earnings or losses are allocated to each participant's account in the proportion that the balance of each participant's account bears to the total balance of all participants in each investment fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account, after being credited or charged with the activity described above.

Investment Options

Participants may direct the investment of their account balance into various investment options offered by the Plan. The Plan offers various registered investment companies and stable value common/collective trust and collective investment trusts. Participants may change their investment directions at any time subject to such restrictions and procedures as are established by the recordkeeper and the investment fund prospectus. The 401(k) Advisory Board determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Vesting

Participants are immediately vested in their voluntary pre-tax, Roth, catch-up, and rollover contributions, and Safe Harbor matching contributions plus actual earnings thereon. Discretionary non-elective employer contributions and previous discretionary matching contributions are on a three-year vesting schedule. Participants vest 20% after one year of service, as defined by the Plan Document, vest 40% after two years of service, and are fully vested at three years of service.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. A participant note is secured by the balance in the participant's account and bears interest at prime plus 1% determined at the time of the borrowing and is fixed for the duration of the note. The maximum term of the note is five years, or up to a 15-year term if the borrowing is to be used to acquire a principal residence. Principal and interest are paid ratably through payroll deductions. A participant may only have one loan outstanding at any time. The interest rate on outstanding participant loans as of December 31, 2024 ranged from 4.25% to 9.50%.

Payment of Benefits

Distributions from the Plan may be made upon death, disability, retirement, or termination of employment under one of the following methods of distribution: a lump-sum cash payment, partial cash payment, or through a rollover to another qualified plan or individual retirement account (IRA). Immediate lump-sum distributions are to be made to terminated participants if the participant's balance is \$1,000 or less. Amounts over \$1,000 but less than \$7,000 will be rolled over to a qualified IRA in the name of the participant. These mandatory distributions will apply unless another form of distribution is elected. In-service distributions, at age 59½ and as allowed under Secure 2.0 for necessity due domestic violence, of the participant's vested account balance are also allowed by the Plan if certain criteria are met.

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Notes to Financial Statements

Hardship Withdrawals

Participants may also withdraw an amount not to exceed the balance in their elective deferral rollover, prior employer matching, and qualified non-elective contribution accounts, subject to certain penalties, to satisfy one of the immediate and heavy financial needs as described in the Plan Document.

Forfeitures

Forfeited accounts may be used to reduce administrative expenses or future employer contributions. Forfeited non-vested accounts were de minimis as of December 31, 2024 and 2023. During the Plan year ended December 31, 2024, no forfeitures were used to reduce employer contributions or to pay administrative expenses.

Plan Termination

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

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates that affect the amounts reported in the financial statements and accompanying notes. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. For further discussion on valuation, see Note 3.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is accrued when earned. Dividend income and capital gains are recorded on the ex-dividend date. The net appreciation or depreciation in the fair value of investments consists of the realized gains or losses and the unrealized appreciation or depreciation on investments and reinvested capital gains. Other income consists primarily of administrative fee credits allocated to participants.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Any accrued but unpaid interest was de minimis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan

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Notes to Financial Statements

Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Contributions

Participant contributions are recognized in the period during which the Company makes payroll deductions from the participant's compensation. Employer contributions are recognized in the period during which the related participant contributions are deducted from the participant's compensation.

Payments of Benefits

Benefits are recorded when paid. There were no benefit payments pending at December 31, 2024 or 2023.

Expenses of the Plan

Fees (primarily recordkeeping fees and loan origination fees) are charged directly to each participant's account and are included in administrative fees. Plan expenses of \$110,035 were paid by the Plan during the year ended December 31, 2024. Under the service provider agreement with T. Rowe Price, certain revenue-sharing rebates received from certain mutual funds are used to pay Plan expenses and are recorded as other income. Fees in excess of rebates are charged to the Plan. Investment-related expenses (in the form of an expense ratio) are included in net appreciation in fair value of investments. All other expenses of the Plan for the year ended December 31, 2024 were paid by the Company and have been excluded from these financial statements.

3. Fair Value Measurements and Disclosures

The Financial Accounting Standards Board Accounting Standards Codification (ASC) Topic 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels.

Level 1 - Inputs are the highest priority and consist of unadjusted quoted prices in active markets the Plan has the ability to access for identical assets and liabilities.

Level 2 - Inputs are inputs for quoted prices for similar assets or liabilities in active markets; inputs for 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; or inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Level 3 - Inputs are the lowest priority and are unobservable and significant to the fair value measurement of an asset or liability.

The asset'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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

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Notes to Financial Statements

Registered Investment Companies (Mutual Funds) - These are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Stable Value Common/Collective Trust Fund - The T. Rowe Price Stable Value Common Trust Fund is a stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the NAV of the units of the collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient will not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the fund, the issuer reserves the right to require a 12 to 30-month notification in order to ensure that securities liquidations will be carried out in an orderly business manner. This investment is a direct filing entity.

Collective Investment Trusts (CITs) - These are valued at fair value using NAV as a practical expedient. NAV is determined by the issuer based on the fair value of the underlying investments. The practical expedient would not be used if it is determined to be probable that the investment will be sold for an amount different from the NAV. These investments are direct filing entities.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investments measured at fair value on a recurring basis:

December 31, 2024

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 59,005,255	\$ -	\$ -	\$ 59,005,255
Total Assets , in the fair value hierarchy	\$ 59,005,255	\$ -	\$ -	59,005,255
Investments measured at NAV ^(a)				7,619,589
Total Investments , at fair value				\$ 66,624,844

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

December 31, 2023

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 57,941,511	\$ -	\$ -	\$ 57,941,511
Total Assets , in the fair value hierarchy	\$ 57,941,511	\$ -	\$ -	57,941,511
Investments measured at NAV ^(a)				7,715,898
Total Investments , at fair value				\$ 65,657,409

^(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for plan benefits.

Investments Measured Using the NAV per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period, if any, is applicable only to the Plan.

December 31,

Investment Type	2024	2023	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Stable Value - Common/ Collective Trust	\$ 4,326,941	\$ 4,977,036	None	Daily	12 to 30 months
Collective Investment Trusts	3,292,648	2,738,862	None	Daily	None

4. Income Tax Status

The Plan was amended and restated in its entirety effective January 1, 2021. The underlying pre-approved defined-contribution plan received an opinion letter from the Internal Revenue Service (IRS) dated August 19, 2020 stating that the form of the pre-approved defined-contribution plan, as then designed, was acceptable under Section 401 of the IRC and therefore exempt from federal income taxes under the provisions of Section 501(a) of the IRC.

The Plan Administrator believes that the Plan is designed and currently being operated in compliance with the applicable provisions of the IRC. The Plan Administrator believes that the Plan was qualified and the related trust was tax-exempt as of the financial statement date; therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires 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 IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no IRS examinations for any tax periods in progress.

Kärcher North America, Inc. 401(k) Savings Plan

Notes to Financial Statements

5. Certified Investment Information

The Plan Sponsor has elected the method of annual reporting compliance permitted by 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. Accordingly, the Trustee, a qualified institution, has certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as shown in the accompanying statements of net assets available for plan benefits as of December 31, 2024 and 2023.
- Interest earned on notes receivable from participants, other income, net appreciation in fair value of investments, and interest and dividend income as shown in the accompanying statement of changes in net assets available for plan benefits for the year ended December 31, 2024.
- Investment information in notes to financial statements as of December 31, 2024 and 2023 and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP and whether the supplemental schedule is in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

6. Transactions with Parties-in-Interest and Related Parties

The Plan invests in shares of registered investment companies and units of a common/collective trust managed by an affiliate of the Trustee. Certain investment fees are paid to T. Rowe Price and reflected within the net investment income for the year. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts. Loan origination and distribution processing fees are paid to T. Rowe Price. As such, these transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

7. Concentrations, Risks, and Uncertainties

The Plan provides for various investments. Investments, in general, are exposed to various risks such as interest rate, credit, and overall market volatility risk. Additionally, the value, liquidity, and related income of the investment securities are sensitive to changes in economic conditions in interest rates. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

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Notes to Financial Statements

8. Subsequent Events

The Plan has evaluated subsequent events through July 30, 2025, the date the financial statements were available to be issued. There were no events or transactions discovered during this evaluation that would require recognition or disclosure in the financial statements, except those disclosed below.

The Plan was restated effective March 31, 2025. As a result of the restatement, the Plan was amended to allow for in-plan Roth rollovers.

Supplemental Schedule

Kärcher North America, Inc. 401(k) Savings Plan

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

EIN: 13-3129757

Plan Number: 002

December 31, 2024

(a)	(b)	(c)	(d)	(e)
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	
Registered Investment Companies				
American Funds	EuroPacific Growth Fund - R6 Shares		\$	476,732
BlackRock	High Yield Bond Portfolio Institutional Shares			363,310
Invesco	Balanced-Risk Allocation R6			39,870
Principal	Diversified Real Asset Institutional			225,846
Principal	Real Estate Securities Inst			18,016
PGIM	Global Total Return R6			43,077
* T. Rowe Price	Retirement 2005 I Class			4,018
* T. Rowe Price	Retirement 2010 I Class			81,816
* T. Rowe Price	Retirement 2015 I Class			233,441
* T. Rowe Price	Retirement 2020 I Class			3,299,700
* T. Rowe Price	Retirement 2025 I Class			8,600,157
* T. Rowe Price	Retirement 2030 I Class			12,776,300
* T. Rowe Price	Retirement 2035 I Class			8,927,276
* T. Rowe Price	Retirement 2040 I Class			4,883,949
* T. Rowe Price	Retirement 2045 I Class			4,469,847
* T. Rowe Price	Retirement 2050 I Class			2,534,579
* T. Rowe Price	Retirement 2055 I Class			1,931,860
* T. Rowe Price	Retirement 2060 I Class			851,570
* T. Rowe Price	Retirement 2065 I Class			361,165
* T. Rowe Price	U.S. Treasury Money Fund			15,087
Vanguard	500 Index Admiral			4,079,260
Vanguard	Mid-Cap Index Admiral			2,018,943
Vanguard	Small-Cap Index Admiral			1,503,606
Vanguard	Total Bond Market Index ADM			671,606
Vanguard	Total International Stock Index Fund Admiral			594,224
Total Registered Investment Companies				59,005,255
Common/Collective Trust and Collective Investment Trusts				
PGIM Trust Company	Total Return Bond U			492,457
Great Gray Trust Company	Ab Us Large Cap Growth W			2,161,446
Putnam Trust Company	Large Cap Value II Class U			638,745
* T. Rowe Price Trust Company	Stable Value Common Trust Fund			4,326,941
Total Common/Collective Trust and Collective Investment Trusts				7,619,589
Total Investments, per financial statements				66,624,844
* Notes Receivable from Participants (Loans)	Interest rates of 4.25% to 9.50%			1,006,749
Total Investments, per Form 5500				\$ 67,631,593

* A party-in-interest, as defined by ERISA.

** Cost of participant-directed investments is not required to be disclosed.