

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, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, special extension, the DFVC program, etc.
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

1a Name of plan: VAISALA INC. 401(K) PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 04/01/1983
2a Plan sponsor's name (employer, if for a single-employer plan): VAISALA INC.
2b Employer Identification Number (EIN): 04-2731916
2c Plan Sponsor's telephone number: 303-499-1701
2d Business code (see instructions): 334500

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

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

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	512
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)	317
	6a(2)	374
	6b	3
	6c	195
	6d	572
	6e	2
	6f	574
	6g(1)	502
6g(2)	517	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

9a Plan funding arrangement (check all that apply)	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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> 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.
--	--	---

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

A Name of plan VAISALA INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 VAISALA INC.	D Employer Identification Number (EIN) 04-2731916	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

 04-2647786

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

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

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

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

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

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

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

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

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

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

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

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

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

WELLSPRING FINANCIAL PARTNERS

45-2984270

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	77975	Yes <input type="checkbox"/> No <input checked="" 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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	59559	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"/>

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA US TARGETED VALUE PRTF INSTL 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA US LRG CAP VALUE PRTF INSTL 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA FIVE YEAR GLBL FIXED INC PRTF 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA INTERM EXTENDED QUALITY PORT I 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA SHORT TERM EXTENDED QUAL INSTL 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
THE OSTERWEIS STRATEGIC INC FD 777 E. WISCONSIN AVE 4TH FL MILWAUKEE, WI 53202	0.15%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
VICTORY SCIENCE & TECHNOLOGY FD A 4900 TIEDEMAN RD 4TH FL BROOKLYN, OH 44114	0.40%	
(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.
---	--	--

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

A Name of plan <u>VAISALA INC. 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>VAISALA INC.</u>	D Employer Identification Number (EIN) <u>04-2731916</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MIP CL 2</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-024</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>1742413</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)

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.	OMB No. 1210-0110 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 VAISALA INC. 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 VAISALA INC.	D Employer Identification Number (EIN) 04-2731916

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1937849	2131281
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	3598
(B) Common	1c(4)(B)	1109138	2237754
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	617613	461554
(9) Value of interest in common/collective trusts	1c(9)	1798159	1742413
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	71856835	79375339
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	-2422	-17268

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	77317172	85934671
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	77317172	85934671

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)	1011844	
(B) Participants.....	2a(1)(B)	3457678	
(C) Others (including rollovers).....	2a(1)(C)	463182	
(2) Noncash contributions.....	2a(2)	0	4932704
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	94985	135596
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	54	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	40557	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		135596
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	2002956
(B) Common stock.....	2b(2)(B)	22857	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1980099	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2002956
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	9120858	308950
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	8811908	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	-97700
(B) Other.....	2b(5)(B)	-97700	
(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)	38902
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	10018004
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total	2d	17339412

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8564723
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	8564723
f Corrective distributions (see instructions)	2f	23621
g Certain deemed distributions of participant loans (see instructions)	2g	0
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	600
(3) Recordkeeping fees	2i(3)	54994
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	77975
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	133569
j Total expenses. Add all expense amounts in column (b) and enter total	2j	8721913

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	8617499
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	208
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.	<input type="checkbox"/>	<input type="checkbox"/>	

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>VAISALA INC. 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>VAISALA INC.</u>	D Employer Identification Number (EIN) <u>04-2731916</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	
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): <u>04-6568107</u>		
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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

VAISALA, INC. 401(K) PLAN

**FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES**

**AS OF DECEMBER 31, 2024 AND 2023, AND
FOR THE YEAR ENDED DECEMBER 31, 2024**



CPAs | CONSULTANTS | WEALTH ADVISORS

CLAcconnect.com

**VAISALA, INC. 401(K) PLAN
TABLE OF CONTENTS
AS OF DECEMBER 31, 2024 AND 2023, AND
FOR THE YEAR ENDED DECEMBER 31, 2024**

INDEPENDENT AUDITORS' REPORT	1
FINANCIAL STATEMENTS	
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS	5
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS	6
NOTES TO FINANCIAL STATEMENTS	7
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES (ATTACHMENTS TO FORM 5500)	
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)	15
SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS	19



INDEPENDENT AUDITORS' REPORT

Board of Directors and 401(k) Committee
Vaisala, Inc. 401(k) Plan
Louisville, Colorado

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of Vaisala, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 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 Vaisala, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Vaisala, Inc. 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Vaisala, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 auditors' 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 Vaisala, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Vaisala, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of (held at end of year) and schedule of delinquent participant contributions as of and for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Ontario, California
August 27, 2025

**VAISALA, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
ASSETS		
INVESTMENTS (at Fair Value)	\$ 85,584,619	\$ 76,808,104
RECEIVABLES		
Employer Matching Contributions	75,594	85,916
Notes Receivable from Participants	464,130	620,056
Total Receivables	539,724	705,972
Total Assets	86,124,343	77,514,076
LIABILITIES		
EXCESS CONTRIBUTIONS PAYABLE	80,565	23,621
NET ASSETS AVAILABLE FOR BENEFITS	\$ 86,043,778	\$ 77,490,455

See accompanying Notes to Financial Statements.

VAISALA, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2024

ADDITIONS:

INVESTMENT INCOME

Net Appreciation in Fair Value of Investments	\$ 10,338,724
Interest and Dividends	<u>2,019,570</u>
Total Investment Gain	12,358,294

**INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS**

40,691

CONTRIBUTIONS

Employee 401(k) Deferral	3,387,926
Employer Matching	1,001,522
Rollover	<u>463,182</u>
Total Contributions	<u>4,852,630</u>

Total Additions 17,251,615

DEDUCTIONS:

BENEFITS PAID TO PARTICIPANTS

8,564,723

ADMINISTRATIVE EXPENSES

133,569

Total Deductions 8,698,292

NET INCREASE

8,553,323

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of Year	<u>77,490,455</u>
End of Year	<u><u>\$ 86,043,778</u></u>

See accompanying Notes to Financial Statements.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN

The following description of the Vaisala, Inc. 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions. The Summary Plan Description has been made available to all participants in the Plan, and a copy of the Plan agreement is available from the Plan administrator.

General

The Plan is a defined contribution plan originally effective April 1, 1983. The Plan has been amended throughout the years to comply with tax legislation and most recently amended effective March 15, 2025. The Plan excludes leased employees, temporary employees, Citizens of Finland covered by a Finnish employer; non-U.S. citizens covered by retirement programs in their home country, unless employment contract provides for participation in the Vaisala, Inc. 401(k) Profit Sharing Plan, and employees covered by a collective bargaining agreement. The Plan is subject to the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Board of Directors is responsible for the oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan's Board of Directors.

Eligibility

Employees of Vaisala Inc. and participating employers of (the Employer) are eligible to participate in the Plan on the later of their date of employment or upon turning 18 years of age. Participants are eligible for the discretionary Employer matching contribution if they meet the eligibility requirements above. Participants are eligible for the discretionary nonelective Employer contribution if they meet the eligibility requirements above and are employed on the last day of the contribution period.

Contributions

Eligible participants are permitted to elect to have a percentage, limited to 60% of their compensation contributed as pretax 401(k), Roth, or after-tax contributions to the Plan. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 6% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant. Participants currently with a deferral rate greater than zero will have that deferral increased annually by 1% until a deferral rate of 6% is reached. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

The Employer may, at its discretion, elect to make a matching contribution to the Plan. For the year ended December 31, 2024 the Employer made matching contributions of 50% of deferrals up to 6% of annual eligible compensation. There were no discretionary nonelective Employer contributions made during 2024. Effective January 1, 2025, the Employer will make a 401(k) Safe Harbor matching contribution of 100% of the first 3% of eligible participant compensation contributed to the Plan and 50% of the next 2% of eligible participant compensation contributed to the Plan.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Contributions (Continued)

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of contributions into various investment options offered by the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, the discretionary Employer matching contribution, an allocation of the discretionary nonelective Employer contribution, and an allocation of Plan earnings or losses. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings or account balances, or participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided by the participant's vested account.

Vesting

All participants are immediately vested in their contributions plus actual earnings or losses thereon. Vesting in the Employer's discretionary matching contributions and discretionary nonelective Employer contributions is based on continuous years of service.

Effective May 8, 2017, vesting in the Employer's discretionary matching contributions and discretionary nonelective contributions is based on continuous years of service and can differ based on classes of employees. All participants, other than those outlined below, are immediately 100% vested. Handar participants hired before October 1, 1999 vest at 30% after three years of service, 70% after four years, and 100% after five years. Artais Weather Check Inc. employees hired before January 1, 1999 vest at 100% after three years of service. Former participants in the 3Tier 401(k) Plan that had assets transfer to this Plan on August 10, 2015 vest at 25% after one year of service, 50% after two years, 75% after three years, and 100% after four years. The 3Tier vesting schedule only applies to discretionary match contributions. Participants will be 100% vested upon permanent disability or death. Forfeited nonvested Employer contributions are used to pay Plan administrative expenses.

Notes Receivable from Participants

Participants may borrow from their accounts up to \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates commensurate with local prevailing rates as determined by the Plan administrator at loan inception. Interest rates range from 5.25% to 10.50% during the years ended December 31, 2024 and 2023. Principal and interest is paid ratably through payroll deductions.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Benefit Payments

Upon normal retirement age of 65, termination of service, death, disability, or retirement, a participant may elect to receive the value of the vested interest in their account in the form of a lump sum distribution or installments. The Plan allows for in-service distributions if a participant reaches age 59½ and hardship distributions subject to Plan provisions. If a participant terminates employment and the participant's account balance does not exceed \$1,000, the Plan administrator will authorize the benefit payment without the participant's consent. If the balance of the terminated participant's account is between \$1,000 and \$7,000, the Plan Sponsor may authorize that the benefit payment be rolled into an individual retirement account in the participant's name.

Forfeitures

Forfeited nonvested accounts can be used to pay administrative expenses and to reduce future Employer contributions. Forfeited nonvested accounts as of December 31, 2024 and 2023, totaled \$1,551 and \$512, respectively. There were \$549 of forfeitures used to pay administrative expenses for the year ended December 31, 2024. There were no forfeitures used to reduce Employer contributions for the year ended December 31, 2024.

Plan Merger

On February 26, 2025, the Board of Directors authorized the merger of assets into the Plan from Speedwell Weather Corp 401(k) Plan. The Plan merger was effective March 15, 2025, and assets in the amount of \$611,901 were transferred into the Plan.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Plan's accounting records are maintained on the accrual basis.

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition (Continued)

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expended when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. Delinquent notes receivables are recorded as distribution on the basis of the terms of the plan document.

Contributions

Contributions from participants and Employer matching contributions are recorded in the year in which the employee contributions are withheld from compensation. Employer nonelective contributions are recorded in the year in which the criteria to receive and calculate the contribution is based.

Benefit Payments

Benefits are recorded when paid.

Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding deduction to contributions. The Plan distributed the excess contributions to the applicable participants prior to April 15.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Employer, as provided by the Plan document. Expenses paid directly by the Employer are excluded from these financial statements. Investment-related expenses are included in net appreciation in fair value investments.

Subsequent Events

The Plan has evaluated subsequent events through August 27, 2025, the date the financial statements were available to be issued.

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION

Fidelity Management Trust Company, qualified institution of the plan, has supplied the plan administrator with a certification as of the completeness and accuracy of all investment information and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the statement of changes in net assets available for benefits for the year ended December 31, 2024 and the supplemental schedule of assets (held at end of year) as of December 31, 2024.

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

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

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

Common Collective Trust Fund: Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Self-Directed Brokerage Accounts: Consist of cash, mutual funds, and common stock that are valued on the basis of readily determinable market prices.

Common Stock: Investments in common stock are valued at the closing price reported on the active market on which the individual securities are traded.

Cash: Investments in cash are valued based on cost, which approximates fair value in a noninflationary economy and is protected by the Federal Deposit Insurance Corporation (FDIC).

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

	2024			
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,853,915	\$ -	\$ 1,853,915
Mutual Fund	78,139,332	-	-	78,139,332
Money Market Fund	1,223,428	-	-	1,223,428
Self-Directed Brokerage Accounts	4,367,944	-	-	4,367,944
Total Investments at Fair Value	<u>\$ 83,730,704</u>	<u>\$ 1,853,915</u>	<u>\$ -</u>	<u>\$ 85,584,619</u>
	2023			
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,906,703	\$ -	\$ 1,906,703
Mutual Fund	69,323,717	-	-	69,323,717
Money Market Fund	1,146,725	-	-	1,146,725
Self-Directed Brokerage Accounts	4,430,959	-	-	4,430,959
Total Investments at Fair Value	<u>\$ 74,901,401</u>	<u>\$ 1,906,703</u>	<u>\$ -</u>	<u>\$ 76,808,104</u>

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 5 RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of the 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.

NOTE 6 PLAN TERMINATION

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

NOTE 7 PLAN TAX STATUS

The Plan, through its adoption of the Fidelity Basic Plan Document obtained an opinion letter from the Internal Revenue Service (IRS) stating that the pre-approved plan is qualified under Section 401(a) of the Internal Revenue Code (IRC). The Plan has been amended since relying on the pre-approved opinion letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity, the qualified institution of the Plan; therefore, the investment transactions qualify as party-in-interest transactions. Fees incurred by the Plan for recordkeeping and investment advisory services are included in administrative expenses. In addition, the Plan provides for notes receivable from participants. Fidelity is the Plan's recordkeeper and Wellspring Financial Partners is the Plan's investment advisor; therefore, these transactions qualify as party-in-interest transactions. These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2024</u>	<u>2023</u>
Net Assets Available for Benefits per Financial Statements	\$ 86,043,778	\$ 77,490,455
Current Year Contributions Receivable	(75,594)	(85,916)
Add: Deem Loans	(2,576)	(2,443)
Excess Contributions Payable	80,565	23,621
Adjustment from Fair Value to Contract Value for Interest in Common Collective Trust Fund	<u>(111,502)</u>	<u>(108,545)</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 85,934,671</u>	<u>\$ 77,317,172</u>

The following is a reconciliation of the net increase in net assets per the financial statements to Form 5500 for the year ended December 31, 2024:

Net Increase in Net Assets Available for Benefits per Financial Statements	\$ 8,553,323
Change in Contributions Receivable	10,322
Interest in Defaulted Loan	(133)
Change in Excess Contributions Payable	56,944
Net Adjustment from Fair Value to Contract Value for Interest in Common Collective Trust Fund	<u>(2,957)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$ 8,617,499</u>

NOTE 10 NONEXEMPT TRANSACTION

The Employer failed to remit employee 401(k) deferral contributions for certain payroll periods within the timeframe prescribed by the Department of Labor. This is deemed a prohibited transaction in accordance with ERISA and the Internal Revenue Code. The Employer has corrected the prohibited transaction by depositing the lost earnings, filing the required Form 5330 with the Internal Revenue Service.

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value		Cost**	Current Value
<u>Common Collective Trust Fund:</u>				
*	Fidelity Investments	Managed Income Portfolio		\$ 1,742,413
<u>Money Market Fund:</u>				
*	Fidelity Investments	GOVT Money Market		1,223,428
<u>Mutual Funds:</u>				
*	Vanguard	Growth		13,181,556
*	Fidelity Investments	500 Index		10,381,594
	Vanguard	Target Retirement 2030		6,403,739
	Vanguard	Target Retirement 2035		6,421,695
	Vanguard	Target Retirement 2025		3,926,085
	Vanguard	Target Retirement 2040		5,661,033
	Vanguard	Target Retirement 2045		5,494,154
	Vanguard	Target Retirement 2020		2,257,454
	Vanguard	Mid Cap		3,289,029
	Vanguard	Total Bond		3,441,366
	Vanguard	Small Cap Growth		2,522,391
	DFA	International Core		2,376,657
	Vanguard	Target Retirement 2050		2,986,646
	Vanguard	Value		1,681,127
	DFA	US Core		2,036,432
	Vanguard	Target Retirement 2055		2,462,727
	Fidelity Investments	Inflation Protected Bond		744,120
	Vanguard	Target Retirement Inc		401,066
	DFA	EMRG Market Core		551,773
	DFA	5 Year GLB FX INC		357,270
	Vanguard	Target Retirement 2060		1,011,105
	Vanguard	Target Retirement 2065		221,596
*	Fidelity Investments	Real Estate		168,377
	Vanguard	SMCPVL		72,562
*	Fidelity Investments	Small Cap		67,967
	Vanguard	Target Retirement 2070		19,811
		Total Mutual Funds		78,139,332
<u>Self-Directed Brokerage Accounts:</u>				
*	Fidelity Investments	Self-Directed Brokerage Accounts (See attachment)		4,367,944
*	Participants	Participant Loans Rates from 5.25% to 10.50%	-	461,554
				<u>\$ 85,934,671</u>

* A party-in-interest for which a statutory exemption exists.

** Cost information may be omitted as the investment is participant-directed.

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
	CASH				
316067107	FIDELITY CASH RESERVES	907,853.160	\$1.00	\$907,853.16	\$907,853.16
	COMMON STOCK				
G29183103	EATON CORP PLC COM USD0.50	287.935	\$331.87	\$95,556.99	\$27,718.97
G54950103	LINDE PLC COM EURO.001	18.000	\$418.67	\$7,536.06	\$7,853.73
G7997R103	SEAGATE TECHNOLOGY HLDGS PUB LTD CO	258.158	\$86.31	\$22,281.62	\$11,678.76
N07059210	ASML HOLDING NV EURO.09 NY REG 2012	30.063	\$693.08	\$20,836.06	\$26,073.35
Y0207T100	ARDMORE SHIPPING CORP COM USD0.01	715.163	\$12.15	\$8,689.23	\$12,138.49
002824100	ABBOTT LABORATORIES NFS IS A SPECIALIST	90.000	\$113.11	\$10,179.90	\$9,801.06
007903107	ADVANCED MICRO DEVICES INC	650.900	\$120.79	\$78,622.21	\$92,671.34
00827B106	AFFIRM HLDGS INC COM CL A	257.860	\$60.90	\$15,703.67	\$17,020.13
02079K107	ALPHABET INC CAP STK CL C	42.000	\$190.44	\$7,998.48	\$6,133.03
02079K305	ALPHABET INC CAP STK CL A	150.000	\$189.30	\$28,395.00	\$29,175.00
02209S103	ALTRIA GROUP INC NFS LLC IS A	370.208	\$52.29	\$19,358.18	\$16,007.22
023135106	AMAZON.COM INC NFS LLC IS A MARKET	172.000	\$219.39	\$37,735.08	\$25,631.89
032797300	ANAVEX LIFE SCIENCES CORP COM NEW	120.000	\$10.74	\$1,288.80	\$2,241.78
037833100	APPLE COMPUTER INC NFS LLC IS A MARKET	314.195	\$250.42	\$78,680.71	\$42,237.04
038222105	APPLIED MATERIALS INC	86.392	\$162.63	\$14,049.93	\$18,972.24
03831W108	APPROVIN CORP COM CL A	100.000	\$323.83	\$32,383.00	\$32,442.00
03945R102	ARCHER AVIATION INC COM CL A	700.000	\$9.75	\$6,825.00	\$7,686.00
04010E109	ARGAN INC	140.000	\$137.04	\$19,185.60	\$19,861.80
060505104	BANK OF AMERICA CORP	301.758	\$43.95	\$13,262.26	\$14,136.00
09290D101	BLACKROCK INC COM	3.000	\$1,025.11	\$3,075.33	\$3,066.98
110122108	BRISTOL MYERS SQUIBB NFS LLC IS A	125.000	\$56.56	\$7,070.00	\$6,943.54
11135F101	BROADCOM INC COM	453.485	\$231.84	\$105,135.96	\$18,907.62
126650100	CVS CORP DEL NFS LLC IS A	1,559.250	\$44.89	\$69,994.73	\$121,930.19
127097103	CABOT OIL & GAS CP CL A	550.000	\$25.54	\$14,047.00	\$14,060.99
18914F103	CLOVER HEALTH INVESTMENTS CORP COM	129.000	\$3.15	\$406.35	\$2,045.94
191216100	COCA COLA CO NFS IS A SPECIALIST	180.944	\$62.26	\$11,265.57	\$8,859.85
19260Q107	COINBASE GLOBAL INC COM CL A	150.000	\$248.30	\$37,245.00	\$41,371.50
22160K105	COSTCO WHOLESALE CORP	56.777	\$916.27	\$52,023.06	\$29,401.65
22788C105	CROWDSTRIKE HLDGS INC CL A	185.153	\$342.16	\$63,351.95	\$65,385.58
235851102	DANAHER CORP	50.000	\$229.55	\$11,477.50	\$12,505.53
24703L202	DELL TECHNOLOGIES INC CL C	40.000	\$115.24	\$4,609.60	\$4,928.66
254687106	DISNEY WALT CO DEL (HOLDING COMPANY)	115.000	\$111.35	\$12,805.25	\$10,897.47
256677105	DOLLAR GENERAL CORP COM USD0.875	103.471	\$75.82	\$7,845.17	\$24,366.32
260003108	DOVER CORP NFS IS A SPECIALIST	266.513	\$187.60	\$49,997.84	\$52,786.43
26614N102	DUPONT DE NEMOURS INC COM	158.000	\$76.25	\$12,047.50	\$12,157.67
26856L103	E L F BEAUTY INC COM	100.000	\$125.55	\$12,555.00	\$13,934.33
30303M102	FACEBOOK INC COM USD0.000006 CL A	169.124	\$585.51	\$99,023.79	\$91,630.38
311900104	FASTENAL CO	477.658	\$71.91	\$34,348.39	\$18,160.99
34959E109	FORTINET INC COM USD0.001	350.000	\$94.48	\$33,068.00	\$33,999.00
36266G107	GE HEALTHCARE TECHNOLOGIES INC	140.000	\$78.18	\$10,945.20	\$10,727.65
37045V100	GENERAL MOTORS CO COM USD0.01	166.099	\$53.27	\$8,848.09	\$5,597.37
38141G104	GOLDMAN SACHS GROUP INC	20.000	\$572.62	\$11,452.40	\$10,023.15
437076102	HOME DEPOT INC NFS IS A SPECIALIST	29.000	\$388.99	\$11,280.71	\$11,127.13
438516106	HONEYWELL INTL INC	34.000	\$225.89	\$7,680.26	\$6,689.33
443201108	HOWMET AEROSPACE INC COM	300.340	\$109.37	\$32,848.19	\$34,057.98
478160104	JOHNSON & JOHNSON NFS IS A SPECIALIST	339.994	\$144.62	\$49,169.93	\$53,680.27
501044101	KROGER CO NFS LLC IS A	207.210	\$61.15	\$12,670.89	\$9,935.71
518439104	ESTEE LAUDER COMPANIES INC CL A	50.000	\$74.98	\$3,749.00	\$10,640.46
532457108	LILLY ELI & CO NFS IS A SPECIALIST	58.000	\$772.00	\$44,776.00	\$41,693.43
548661107	LOWES COMPANIES NFS IS A SPECIALIST	145.000	\$246.80	\$35,786.00	\$39,638.65
594918104	MICROSOFT CORP NFS LLC IS A MARKET	116.919	\$421.50	\$49,281.36	\$36,000.35
60937P106	MONGODB INC CL A	15.000	\$232.81	\$3,492.15	\$5,904.75
670100205	NOVO NORDISK A/S ADR FMLY NOVO	619.329	\$86.02	\$53,274.68	\$32,141.89
67066G104	NVIDIA CORP NFS LLC IS A MARKET	850.079	\$134.29	\$114,157.11	\$94,714.94
683712103	OPENDOOR TECHNOLOGIES INC COM	10,000.000	\$1.60	\$16,000.00	\$25,000.00
68389X105	ORACLE CORPORATION NFS LLC IS A MARKET	32.000	\$166.64	\$5,332.48	\$5,585.46
69608A108	PALANTIR TECHNOLOGIES INC CL	600.000	\$75.63	\$45,378.00	\$26,998.80

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
697435105	PALO ALTO NETWORKS INC COM USD0.0001	378.000	\$181.96	\$68,780.88	\$67,272.02
713448108	PEPSICO INC NFS IS A SPECIALIST	57.128	\$152.06	\$8,686.88	\$10,418.34
92537N108	GS ACQUISITION HLDGS CORP COM CL A	300.094	\$113.61	\$34,093.68	\$42,875.25
88636J253	TIDAL TRUST II DEFIANCE DAILY	400.000	\$35.18	\$14,072.00	\$37,454.50
902973304	US BANCORP DEL COM NEW	300.000	\$47.83	\$14,349.00	\$15,049.00
907818108	UNION PACIFIC CORP NFS LLC IS A	81.647	\$228.04	\$18,618.78	\$19,789.38
92826C839	VISA INC COM CL A	51.636	\$316.04	\$16,319.04	\$10,321.48
92840M102	VISTRA ENERGY CORP COM	150.240	\$137.87	\$20,713.59	\$25,638.23
931142103	WAL-MART STORES INC NFS IS A SPECIALIST	350.424	\$90.35	\$31,660.81	\$12,788.51
94106L109	WASTE MANAGEMENT INC NFS LLC IS A	72.234	\$201.79	\$14,576.10	\$8,658.35
949746101	WELLS FARGO & CO NEW	546.419	\$70.24	\$38,380.47	\$19,311.50
98138J305	WORKHORSE GROUP INC COM SHS	7.000	\$0.70	\$4.89	\$1,912.87
98980G102	ZSCALER INC COM	10.000	\$180.41	\$1,804.10	\$1,880.00
717081103	PFIZER INC NFS IS A SPECIALIST	1,006.177	\$26.53	\$26,693.88	\$30,836.81
72703H101	PLANET FITNESS INC CL A	166.371	\$98.87	\$16,449.10	\$12,589.97
739128106	POWELL INDS INC	88.000	\$221.65	\$19,505.20	\$20,352.64
742718109	PROCTER & GAMBLE CO NFS IS A SPECIALIST	75.594	\$167.65	\$12,673.33	\$11,529.21
75513E101	RAYTHEON TECHNOLOGIES CORP	202.613	\$115.72	\$23,446.38	\$13,615.53
79466L302	SALESFORCE COM INC	75.000	\$334.33	\$25,074.75	\$26,587.50
833445109	SNOWFLAKE INC CL A	51.852	\$154.41	\$8,006.47	\$8,847.87
86800U302	SUPER MICRO COMPUTER INC COM NEW	470.000	\$30.48	\$14,325.60	\$24,933.50
872590104	T-MOBILE US INC COM USD0.0001	150.561	\$220.73	\$33,233.33	\$35,622.00
87612E106	TARGET CORP NFS IS A SPECIALIST	60.000	\$135.18	\$8,110.80	\$8,245.45
88023B103	TEMPUS AI INC CL A	2,000.000	\$33.76	\$67,520.00	\$80,079.48
883203101	TEXTRON INC	50.000	\$76.49	\$3,824.50	\$3,902.31
88579Y101	3M COMPANY NFS IS A SPECIALIST	160.716	\$129.09	\$20,746.83	\$21,478.75
	EXTERNAL FUND				
23320G513	DFA INTERM EXTENDED QUALITY PORT INSTL	3,226.549	\$9.50	\$30,652.22	\$34,515.97
23320G521	DFA SHORT TERM EXTENDED QUAL INSTL	1,484.608	\$10.38	\$15,410.23	\$16,087.08
742935489	THE OSTERWEIS STRATEGIC INCOME FD	8,326.412	\$11.21	\$93,339.08	\$94,245.97
90291A874	USAA SCIENCE & TECHNOLOGY CL A	1,234.935	\$28.40	\$35,072.15	\$29,698.23
233203884	DIMENSIONAL ADVISOR GLOBAL FIXED INCOME	3,727.373	\$10.02	\$37,348.28	\$40,414.36
922908660	VANGUARD GROWTH INDEX ADMIRAL	122.940	\$211.22	\$25,967.39	\$15,834.71
233203595	US TARGETED VALUE PORT FD	218.784	\$34.37	\$7,519.61	\$3,631.61
233203827	DIMENSIONAL ADVISOR US LARGE CAPITAL VAL	90.760	\$49.29	\$4,473.56	\$2,954.95
921937702	VANGUARD SHORT TERM BOND INDEX ADMIRAL	1,157.376	\$10.13	\$11,724.22	\$11,529.57
	FIDELITY FUND				
316146182	FIDELITY SMALL CAP INDEX INSTL PREMIUM	10.659	\$27.68	\$295.04	\$296.86
31635T708	FIDELITY ZERO TOTAL MARKET INDEX	123.049	\$20.37	\$2,506.51	\$2,570.90
315911750	FIDELITY 500 INDEX INSTITUTIONAL PREM	440.417	\$204.19	\$89,928.75	\$64,204.51
315911743	FID EXTENDED MARKET INDEX INSTL PREMIUM	3.231	\$90.88	\$293.63	\$296.88
315911727	FIDELITY INTERNATL INDEX INSTL PREMIUM	6.197	\$47.54	\$294.61	\$296.88
315911693	FID TOTAL MKT INDEX INSTL PREMIUM CLASS	223.098	\$161.27	\$35,979.01	\$15,128.54
	OPTION				
6982649GC	PUT (NIO) NIO INC SPON ADS	(80.000)	\$8.00	(\$640.00)	\$0.00
7004809XR	PUT (ARM) ARM HOLDINGS PLC	(3.000)	\$330.00	(\$990.00)	\$0.00
6136779EC	PUT (MARA) MARATHON DIGITAL	(18.000)	\$174.00	(\$3,132.00)	\$0.00
6137369MK	PUT (OPEN) OPENDOOR	(160.000)	\$42.00	(\$6,720.00)	\$0.00
6137369NL	CALL (OPEN) OPENDOOR	(100.000)	\$3.00	(\$300.00)	\$0.00
6138639VV	PUT (U) UNITY SOFTWARE INC	(16.000)	\$39.00	(\$624.00)	\$0.00
6583769OK	PUT (UPST) UPSTART HLDGS INC	(6.000)	\$172.00	(\$1,032.00)	\$0.00
7579799BV	PUT (RGTI) RIGETTI COMPUTING	(41.000)	\$6.00	(\$246.00)	\$0.00
7547269XZ	PUT (QUBT) QUANTUM COMPUTING	(75.000)	\$2.00	(\$150.00)	\$0.00
7468779AU	PUT (NNE) NANO NUCLEAR ENERGY	(18.000)	\$19.00	(\$342.00)	\$0.00
7385949QQ	PUT (LUNR) INTUITIVE MACHINES	(30.000)	\$5.00	(\$150.00)	\$0.00
7352759UQ	PUT (MSTR) MICROSTRATEGY COM	(2.000)	\$360.00	(\$720.00)	\$0.00
7268789NH	CALL (TEM) TEMPUS AI INC CL A	(16.000)	\$107.00	(\$1,712.00)	\$0.00
7139939UO	PUT (QS) QUANTUMSCAPE CORP	(80.000)	\$3.00	(\$240.00)	\$0.00
7047269HH	PUT (SOUN) SOUNDHOUND AI INC	(30.000)	\$9.00	(\$270.00)	\$0.00
	PREFERRED STOCK				

**VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
76882G503	RIVERNORTH DOUBLELINE STRATE UNIT	357.000	\$10.08	\$3,598.20	\$9,646.14
33939L407	FLEXSHARES TRUST MORNINGSTAR GLOBAL	15.945	\$36.36	\$579.76	\$661.39
362397101	GABELLI EQUITY TR INC	3,281.518	\$5.38	\$17,654.57	\$18,783.68
36465A109	GAMCO GLOBAL GOLD NAT RES & INCOME	6,722.739	\$3.77	\$25,344.73	\$30,110.81
376546107	GLADSTONE INVT CORP	1,309.776	\$13.25	\$17,354.53	\$15,951.43
37954Y871	GLOBAL X FDS GLOBAL X URANIUM	14.946	\$26.78	\$400.25	\$339.33
37960A669	GLOBAL X FDS SUPERDIVIDEND	1,221.845	\$20.62	\$25,194.44	\$43,440.30
42968F108	HIGH INCOME SECS FD SHS BEN INT	4,238.171	\$6.53	\$27,675.26	\$35,094.80
46090E103	INVESCO QQQ TR UNIT SER 1	335.277	\$511.23	\$171,403.66	\$107,662.00
464286327	ISHARES INC MSCI GLOBAL SILVER	33.202	\$11.54	\$383.15	\$320.88
464287507	ISHARES TR S&P MIDCAP 400 INDEX FD	14.956	\$62.31	\$931.91	\$807.31
464287655	ISHARES TR RUSSELL 2000 INDEX FD	100.628	\$220.96	\$22,234.76	\$24,196.90
464287689	ISHARES TR RUSSELL 3000 INDEX FD	467.005	\$334.25	\$156,096.42	\$114,674.37
464287804	ISHARES TRUST S&P SMALLCAP 600 INDEX	7.815	\$115.22	\$900.44	\$812.15
464289180	ISHARES TRUST MSCI EUROPE FINL SECTOR	1,139.001	\$23.30	\$26,538.72	\$19,185.07
529900102	LIBERTY ALL-STAR GROWTH FUND	2,992.627	\$5.65	\$16,908.34	\$9,793.10
64110Y108	NET LEASE OFFICE PROPERTIES COM	13.186	\$31.21	\$411.54	\$4.42
74349Y704	PROSHARES TRUST ULTRA BITCOIN ETF	200.000	\$49.42	\$9,884.00	\$10,412.00
756109104	REALTY INCOME CORP (MARYLAND)	1,190.174	\$53.41	\$63,567.19	\$65,568.36
25460E232	DIREXION SHS ETF TR DAILY SM CP BEAR	38.939	\$12.97	\$505.04	\$5,000.70
14174T107	CARETRUST REIT INC COM	237.913	\$27.05	\$6,435.55	\$4,416.01
09257A108	BLACKROCK RES & COMMODITIES STRGY TR	419.516	\$8.54	\$3,582.67	\$3,495.95
03027X100	AMERICAN TOWER REIT COM USD0.01	45.321	\$183.41	\$8,312.32	\$9,884.70
003261104	ABERDEEN STD INVTS ETFS BBRG ALL COMD	17.998	\$19.75	\$355.46	\$378.82
922042718	VANGUARD INTL EQUITY INDEX FDSFTSE ALL	5.907	\$114.48	\$676.23	\$668.00
921943858	VANGUARD TAX MANAGED FD EUROPE PACIFIC	26.810	\$47.82	\$1,282.05	\$1,248.06
921909768	VANGUARD STAR FD VANGUARD TOTAL INTL	2,710.584	\$58.93	\$159,734.72	\$173,947.96
922042742	VANGUARD INTL EQUITY INDEX FDS TOTAL	219.261	\$117.48	\$25,758.78	\$22,997.73
808524805	SCHWAB STRATEGIC TR INTL EQUITY ETF	127.669	\$18.50	\$2,361.88	\$2,289.94
808524706	SCHWAB STRATEGIC TR EMERGING MKTS EQUITY	26.636	\$26.63	\$709.32	\$672.14
78462F103	S & P 500 DEPOSITORY RECEIPT	30.030	\$586.08	\$17,599.98	\$17,324.51
76882G107	RIVERNORTH DOUBLELINE STRATEGC	2,877.751	\$8.34	\$24,000.44	\$28,328.12
315948109	FIDELITY WISE ORIGIN BITCOIN FUND	30.000	\$81.58	\$2,447.40	\$1,133.10
316092402	FIDELITY MSCI ENERGY INDEX ETF	334.614	\$23.84	\$7,977.20	\$3,118.91
NET ASSETS :				\$4,367,943.97	

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2024

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are Included <input type="checkbox"/> Yes	\$ -	\$ 208	\$ -	\$ -



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.

VAISALA, INC. 401(K) PLAN
FINANCIAL STATEMENTS AND
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES
AS OF DECEMBER 31, 2024 AND 2023, AND
FOR THE YEAR ENDED DECEMBER 31, 2024



CPAs | CONSULTANTS | WEALTH ADVISORS

CLAcconnect.com

**VAISALA, INC. 401(K) PLAN
TABLE OF CONTENTS
AS OF DECEMBER 31, 2024 AND 2023, AND
FOR THE YEAR ENDED DECEMBER 31, 2024**

INDEPENDENT AUDITORS' REPORT	1
FINANCIAL STATEMENTS	
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS	5
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS	6
NOTES TO FINANCIAL STATEMENTS	7
ERISA-REQUIRED SUPPLEMENTAL SCHEDULES (ATTACHMENTS TO FORM 5500)	
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)	15
SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS	19



INDEPENDENT AUDITORS' REPORT

Board of Directors and 401(k) Committee
Vaisala, Inc. 401(k) Plan
Louisville, Colorado

Report on the Audit of the Financial Statements

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

We have performed audits of the accompanying financial statements of Vaisala, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 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 Vaisala, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Vaisala, Inc. 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Vaisala, Inc. 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit 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 auditors' 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 Vaisala, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Vaisala, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of (held at end of year) and schedule of delinquent participant contributions as of and for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

Ontario, California
August 27, 2025

**VAISALA, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
ASSETS		
INVESTMENTS (at Fair Value)	\$ 85,584,619	\$ 76,808,104
RECEIVABLES		
Employer Matching Contributions	75,594	85,916
Notes Receivable from Participants	464,130	620,056
Total Receivables	539,724	705,972
Total Assets	86,124,343	77,514,076
LIABILITIES		
EXCESS CONTRIBUTIONS PAYABLE	80,565	23,621
NET ASSETS AVAILABLE FOR BENEFITS	\$ 86,043,778	\$ 77,490,455

See accompanying Notes to Financial Statements.

VAISALA, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2024

ADDITIONS:

INVESTMENT INCOME

Net Appreciation in Fair Value of Investments	\$ 10,338,724
Interest and Dividends	<u>2,019,570</u>
Total Investment Gain	12,358,294

**INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS**

40,691

CONTRIBUTIONS

Employee 401(k) Deferral	3,387,926
Employer Matching	1,001,522
Rollover	<u>463,182</u>
Total Contributions	<u>4,852,630</u>

Total Additions 17,251,615

DEDUCTIONS:

BENEFITS PAID TO PARTICIPANTS

8,564,723

ADMINISTRATIVE EXPENSES

133,569

Total Deductions 8,698,292

NET INCREASE

8,553,323

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of Year	<u>77,490,455</u>
End of Year	<u><u>\$ 86,043,778</u></u>

See accompanying Notes to Financial Statements.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN

The following description of the Vaisala, Inc. 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions. The Summary Plan Description has been made available to all participants in the Plan, and a copy of the Plan agreement is available from the Plan administrator.

General

The Plan is a defined contribution plan originally effective April 1, 1983. The Plan has been amended throughout the years to comply with tax legislation and most recently amended effective March 15, 2025. The Plan excludes leased employees, temporary employees, Citizens of Finland covered by a Finnish employer; non-U.S. citizens covered by retirement programs in their home country, unless employment contract provides for participation in the Vaisala, Inc. 401(k) Profit Sharing Plan, and employees covered by a collective bargaining agreement. The Plan is subject to the Employee Retirement Income Security Act of 1974 (ERISA), as amended. The Board of Directors is responsible for the oversight of the Plan. The 401(k) Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan's Board of Directors.

Eligibility

Employees of Vaisala Inc. and participating employers of (the Employer) are eligible to participate in the Plan on the later of their date of employment or upon turning 18 years of age. Participants are eligible for the discretionary Employer matching contribution if they meet the eligibility requirements above. Participants are eligible for the discretionary nonelective Employer contribution if they meet the eligibility requirements above and are employed on the last day of the contribution period.

Contributions

Eligible participants are permitted to elect to have a percentage, limited to 60% of their compensation contributed as pretax 401(k), Roth, or after-tax contributions to the Plan. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 6% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant. Participants currently with a deferral rate greater than zero will have that deferral increased annually by 1% until a deferral rate of 6% is reached. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

The Employer may, at its discretion, elect to make a matching contribution to the Plan. For the year ended December 31, 2024 the Employer made matching contributions of 50% of deferrals up to 6% of annual eligible compensation. There were no discretionary nonelective Employer contributions made during 2024. Effective January 1, 2025, the Employer will make a 401(k) Safe Harbor matching contribution of 100% of the first 3% of eligible participant compensation contributed to the Plan and 50% of the next 2% of eligible participant compensation contributed to the Plan.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Contributions (Continued)

Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of contributions into various investment options offered by the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, the discretionary Employer matching contribution, an allocation of the discretionary nonelective Employer contribution, and an allocation of Plan earnings or losses. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings or account balances, or participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided by the participant's vested account.

Vesting

All participants are immediately vested in their contributions plus actual earnings or losses thereon. Vesting in the Employer's discretionary matching contributions and discretionary nonelective Employer contributions is based on continuous years of service.

Effective May 8, 2017, vesting in the Employer's discretionary matching contributions and discretionary nonelective contributions is based on continuous years of service and can differ based on classes of employees. All participants, other than those outlined below, are immediately 100% vested. Handar participants hired before October 1, 1999 vest at 30% after three years of service, 70% after four years, and 100% after five years. Artais Weather Check Inc. employees hired before January 1, 1999 vest at 100% after three years of service. Former participants in the 3Tier 401(k) Plan that had assets transfer to this Plan on August 10, 2015 vest at 25% after one year of service, 50% after two years, 75% after three years, and 100% after four years. The 3Tier vesting schedule only applies to discretionary match contributions. Participants will be 100% vested upon permanent disability or death. Forfeited nonvested Employer contributions are used to pay Plan administrative expenses.

Notes Receivable from Participants

Participants may borrow from their accounts up to \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates commensurate with local prevailing rates as determined by the Plan administrator at loan inception. Interest rates range from 5.25% to 10.50% during the years ended December 31, 2024 and 2023. Principal and interest is paid ratably through payroll deductions.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Benefit Payments

Upon normal retirement age of 65, termination of service, death, disability, or retirement, a participant may elect to receive the value of the vested interest in their account in the form of a lump sum distribution or installments. The Plan allows for in-service distributions if a participant reaches age 59½ and hardship distributions subject to Plan provisions. If a participant terminates employment and the participant's account balance does not exceed \$1,000, the Plan administrator will authorize the benefit payment without the participant's consent. If the balance of the terminated participant's account is between \$1,000 and \$7,000, the Plan Sponsor may authorize that the benefit payment be rolled into an individual retirement account in the participant's name.

Forfeitures

Forfeited nonvested accounts can be used to pay administrative expenses and to reduce future Employer contributions. Forfeited nonvested accounts as of December 31, 2024 and 2023, totaled \$1,551 and \$512, respectively. There were \$549 of forfeitures used to pay administrative expenses for the year ended December 31, 2024. There were no forfeitures used to reduce Employer contributions for the year ended December 31, 2024.

Plan Merger

On February 26, 2025, the Board of Directors authorized the merger of assets into the Plan from Speedwell Weather Corp 401(k) Plan. The Plan merger was effective March 15, 2025, and assets in the amount of \$611,901 were transferred into the Plan.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Plan's accounting records are maintained on the accrual basis.

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition (Continued)

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expended when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. Delinquent notes receivables are recorded as distribution on the basis of the terms of the plan document.

Contributions

Contributions from participants and Employer matching contributions are recorded in the year in which the employee contributions are withheld from compensation. Employer nonelective contributions are recorded in the year in which the criteria to receive and calculate the contribution is based.

Benefit Payments

Benefits are recorded when paid.

Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding deduction to contributions. The Plan distributed the excess contributions to the applicable participants prior to April 15.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Employer, as provided by the Plan document. Expenses paid directly by the Employer are excluded from these financial statements. Investment-related expenses are included in net appreciation in fair value investments.

Subsequent Events

The Plan has evaluated subsequent events through August 27, 2025, the date the financial statements were available to be issued.

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION

Fidelity Management Trust Company, qualified institution of the plan, has supplied the plan administrator with a certification as of the completeness and accuracy of all investment information and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the statement of changes in net assets available for benefits for the year ended December 31, 2024 and the supplemental schedule of assets (held at end of year) as of December 31, 2024.

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

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

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

Common Collective Trust Fund: Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

Self-Directed Brokerage Accounts: Consist of cash, mutual funds, and common stock that are valued on the basis of readily determinable market prices.

Common Stock: Investments in common stock are valued at the closing price reported on the active market on which the individual securities are traded.

Cash: Investments in cash are valued based on cost, which approximates fair value in a noninflationary economy and is protected by the Federal Deposit Insurance Corporation (FDIC).

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

	2024			
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,853,915	\$ -	\$ 1,853,915
Mutual Fund	78,139,332	-	-	78,139,332
Money Market Fund	1,223,428	-	-	1,223,428
Self-Directed Brokerage Accounts	4,367,944	-	-	4,367,944
Total Investments at Fair Value	<u>\$ 83,730,704</u>	<u>\$ 1,853,915</u>	<u>\$ -</u>	<u>\$ 85,584,619</u>
	2023			
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,906,703	\$ -	\$ 1,906,703
Mutual Fund	69,323,717	-	-	69,323,717
Money Market Fund	1,146,725	-	-	1,146,725
Self-Directed Brokerage Accounts	4,430,959	-	-	4,430,959
Total Investments at Fair Value	<u>\$ 74,901,401</u>	<u>\$ 1,906,703</u>	<u>\$ -</u>	<u>\$ 76,808,104</u>

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 5 RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of the 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.

NOTE 6 PLAN TERMINATION

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

NOTE 7 PLAN TAX STATUS

The Plan, through its adoption of the Fidelity Basic Plan Document obtained an opinion letter from the Internal Revenue Service (IRS) stating that the pre-approved plan is qualified under Section 401(a) of the Internal Revenue Code (IRC). The Plan has been amended since relying on the pre-approved opinion letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity, the qualified institution of the Plan; therefore, the investment transactions qualify as party-in-interest transactions. Fees incurred by the Plan for recordkeeping and investment advisory services are included in administrative expenses. In addition, the Plan provides for notes receivable from participants. Fidelity is the Plan's recordkeeper and Wellspring Financial Partners is the Plan's investment advisor; therefore, these transactions qualify as party-in-interest transactions. These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2024</u>	<u>2023</u>
Net Assets Available for Benefits per Financial Statements	\$ 86,043,778	\$ 77,490,455
Current Year Contributions Receivable	(75,594)	(85,916)
Add: Deem Loans	(2,576)	(2,443)
Excess Contributions Payable	80,565	23,621
Adjustment from Fair Value to Contract Value for Interest in Common Collective Trust Fund	<u>(111,502)</u>	<u>(108,545)</u>
Net Assets Available for Benefits per Form 5500	<u>\$ 85,934,671</u>	<u>\$ 77,317,172</u>

The following is a reconciliation of the net increase in net assets per the financial statements to Form 5500 for the year ended December 31, 2024:

Net Increase in Net Assets Available for Benefits per Financial Statements	\$ 8,553,323
Change in Contributions Receivable	10,322
Interest in Defaulted Loan	(133)
Change in Excess Contributions Payable	56,944
Net Adjustment from Fair Value to Contract Value for Interest in Common Collective Trust Fund	<u>(2,957)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$ 8,617,499</u>

NOTE 10 NONEXEMPT TRANSACTION

The Employer failed to remit employee 401(k) deferral contributions for certain payroll periods within the timeframe prescribed by the Department of Labor. This is deemed a prohibited transaction in accordance with ERISA and the Internal Revenue Code. The Employer has corrected the prohibited transaction by depositing the lost earnings, filing the required Form 5330 with the Internal Revenue Service.

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value		Cost**	Current Value
<u>Common Collective Trust Fund:</u>				
*	Fidelity Investments	Managed Income Portfolio		\$ 1,742,413
<u>Money Market Fund:</u>				
*	Fidelity Investments	GOVT Money Market		1,223,428
<u>Mutual Funds:</u>				
*	Vanguard	Growth		13,181,556
*	Fidelity Investments	500 Index		10,381,594
	Vanguard	Target Retirement 2030		6,403,739
	Vanguard	Target Retirement 2035		6,421,695
	Vanguard	Target Retirement 2025		3,926,085
	Vanguard	Target Retirement 2040		5,661,033
	Vanguard	Target Retirement 2045		5,494,154
	Vanguard	Target Retirement 2020		2,257,454
	Vanguard	Mid Cap		3,289,029
	Vanguard	Total Bond		3,441,366
	Vanguard	Small Cap Growth		2,522,391
	DFA	International Core		2,376,657
	Vanguard	Target Retirement 2050		2,986,646
	Vanguard	Value		1,681,127
	DFA	US Core		2,036,432
	Vanguard	Target Retirement 2055		2,462,727
	Fidelity Investments	Inflation Protected Bond		744,120
	Vanguard	Target Retirement Inc		401,066
	DFA	EMRG Market Core		551,773
	DFA	5 Year GLB FX INC		357,270
	Vanguard	Target Retirement 2060		1,011,105
	Vanguard	Target Retirement 2065		221,596
*	Fidelity Investments	Real Estate		168,377
	Vanguard	SMCPVL		72,562
*	Fidelity Investments	Small Cap		67,967
	Vanguard	Target Retirement 2070		19,811
		Total Mutual Funds		78,139,332
<u>Self-Directed Brokerage Accounts:</u>				
*	Fidelity Investments	Self-Directed Brokerage Accounts (See attachment)		4,367,944
*	Participants	Participant Loans Rates from 5.25% to 10.50%	-	461,554
				\$ 85,934,671

* A party-in-interest for which a statutory exemption exists.

** Cost information may be omitted as the investment is participant-directed.

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
	CASH				
316067107	FIDELITY CASH RESERVES	907,853.160	\$1.00	\$907,853.16	\$907,853.16
	COMMON STOCK				
G29183103	EATON CORP PLC COM USD0.50	287.935	\$331.87	\$95,556.99	\$27,718.97
G54950103	LINDE PLC COM EURO.001	18.000	\$418.67	\$7,536.06	\$7,853.73
G7997R103	SEAGATE TECHNOLOGY HLDGS PUB LTD CO	258.158	\$86.31	\$22,281.62	\$11,678.76
N07059210	ASML HOLDING NV EURO.09 NY REG 2012	30.063	\$693.08	\$20,836.06	\$26,073.35
Y0207T100	ARDMORE SHIPPING CORP COM USD0.01	715.163	\$12.15	\$8,689.23	\$12,138.49
002824100	ABBOTT LABORATORIES NFS IS A SPECIALIST	90.000	\$113.11	\$10,179.90	\$9,801.06
007903107	ADVANCED MICRO DEVICES INC	650.900	\$120.79	\$78,622.21	\$92,671.34
00827B106	AFFIRM HLDGS INC COM CL A	257.860	\$60.90	\$15,703.67	\$17,020.13
02079K107	ALPHABET INC CAP STK CL C	42.000	\$190.44	\$7,998.48	\$6,133.03
02079K305	ALPHABET INC CAP STK CL A	150.000	\$189.30	\$28,395.00	\$29,175.00
02209S103	ALTRIA GROUP INC NFS LLC IS A	370.208	\$52.29	\$19,358.18	\$16,007.22
023135106	AMAZON.COM INC NFS LLC IS A MARKET	172.000	\$219.39	\$37,735.08	\$25,631.89
032797300	ANAVEX LIFE SCIENCES CORP COM NEW	120.000	\$10.74	\$1,288.80	\$2,241.78
037833100	APPLE COMPUTER INC NFS LLC IS A MARKET	314.195	\$250.42	\$78,680.71	\$42,237.04
038222105	APPLIED MATERIALS INC	86.392	\$162.63	\$14,049.93	\$18,972.24
03831W108	APPROVIN CORP COM CL A	100.000	\$323.83	\$32,383.00	\$32,442.00
03945R102	ARCHER AVIATION INC COM CL A	700.000	\$9.75	\$6,825.00	\$7,686.00
04010E109	ARGAN INC	140.000	\$137.04	\$19,185.60	\$19,861.80
060505104	BANK OF AMERICA CORP	301.758	\$43.95	\$13,262.26	\$14,136.00
09290D101	BLACKROCK INC COM	3.000	\$1,025.11	\$3,075.33	\$3,066.98
110122108	BRISTOL MYERS SQUIBB NFS LLC IS A	125.000	\$56.56	\$7,070.00	\$6,943.54
11135F101	BROADCOM INC COM	453.485	\$231.84	\$105,135.96	\$18,907.62
126650100	CVS CORP DEL NFS LLC IS A	1,559.250	\$44.89	\$69,994.73	\$121,930.19
127097103	CABOT OIL & GAS CP CL A	550.000	\$25.54	\$14,047.00	\$14,060.99
18914F103	CLOVER HEALTH INVESTMENTS CORP COM	129.000	\$3.15	\$406.35	\$2,045.94
191216100	COCA COLA CO NFS IS A SPECIALIST	180.944	\$62.26	\$11,265.57	\$8,859.85
19260Q107	COINBASE GLOBAL INC COM CL A	150.000	\$248.30	\$37,245.00	\$41,371.50
22160K105	COSTCO WHOLESALE CORP	56.777	\$916.27	\$52,023.06	\$29,401.65
22788C105	CROWDSTRIKE HLDGS INC CL A	185.153	\$342.16	\$63,351.95	\$65,385.58
235851102	DANAHER CORP	50.000	\$229.55	\$11,477.50	\$12,505.53
24703L202	DELL TECHNOLOGIES INC CL C	40.000	\$115.24	\$4,609.60	\$4,928.66
254687106	DISNEY WALT CO DEL (HOLDING COMPANY)	115.000	\$111.35	\$12,805.25	\$10,897.47
256677105	DOLLAR GENERAL CORP COM USD0.875	103.471	\$75.82	\$7,845.17	\$24,366.32
260003108	DOVER CORP NFS IS A SPECIALIST	266.513	\$187.60	\$49,997.84	\$52,786.43
26614N102	DUPONT DE NEMOURS INC COM	158.000	\$76.25	\$12,047.50	\$12,157.67
26856L103	E L F BEAUTY INC COM	100.000	\$125.55	\$12,555.00	\$13,934.33
30303M102	FACEBOOK INC COM USD0.000006 CL A	169.124	\$585.51	\$99,023.79	\$91,630.38
311900104	FASTENAL CO	477.658	\$71.91	\$34,348.39	\$18,160.99
34959E109	FORTINET INC COM USD0.001	350.000	\$94.48	\$33,068.00	\$33,999.00
36266G107	GE HEALTHCARE TECHNOLOGIES INC	140.000	\$78.18	\$10,945.20	\$10,727.65
37045V100	GENERAL MOTORS CO COM USD0.01	166.099	\$53.27	\$8,848.09	\$5,597.37
38141G104	GOLDMAN SACHS GROUP INC	20.000	\$572.62	\$11,452.40	\$10,023.15
437076102	HOME DEPOT INC NFS IS A SPECIALIST	29.000	\$388.99	\$11,280.71	\$11,127.13
438516106	HONEYWELL INTL INC	34.000	\$225.89	\$7,680.26	\$6,689.33
443201108	HOWMET AEROSPACE INC COM	300.340	\$109.37	\$32,848.19	\$34,057.98
478160104	JOHNSON & JOHNSON NFS IS A SPECIALIST	339.994	\$144.62	\$49,169.93	\$53,680.27
501044101	KROGER CO NFS LLC IS A	207.210	\$61.15	\$12,670.89	\$9,935.71
518439104	ESTEE LAUDER COMPANIES INC CL A	50.000	\$74.98	\$3,749.00	\$10,640.46
532457108	LILLY ELI & CO NFS IS A SPECIALIST	58.000	\$772.00	\$44,776.00	\$41,693.43
548661107	LOWES COMPANIES NFS IS A SPECIALIST	145.000	\$246.80	\$35,786.00	\$39,638.65
594918104	MICROSOFT CORP NFS LLC IS A MARKET	116.919	\$421.50	\$49,281.36	\$36,000.35
60937P106	MONGODB INC CL A	15.000	\$232.81	\$3,492.15	\$5,904.75
670100205	NOVO NORDISK A/S ADR FMLY NOVO	619.329	\$86.02	\$53,274.68	\$32,141.89
67066G104	VIDIA CORP NFS LLC IS A MARKET	850.079	\$134.29	\$114,157.11	\$94,714.94
683712103	OPENDOOR TECHNOLOGIES INC COM	10,000.000	\$1.60	\$16,000.00	\$25,000.00
68389X105	ORACLE CORPORATION NFS LLC IS A MARKET	32.000	\$166.64	\$5,332.48	\$5,585.46
69608A108	PALANTIR TECHNOLOGIES INC CL	600.000	\$75.63	\$45,378.00	\$26,998.80

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
697435105	PALO ALTO NETWORKS INC COM USD0.0001	378.000	\$181.96	\$68,780.88	\$67,272.02
713448108	PEPSICO INC NFS IS A SPECIALIST	57.128	\$152.06	\$8,686.88	\$10,418.34
92537N108	GS ACQUISITION HLDGS CORP COM CL A	300.094	\$113.61	\$34,093.68	\$42,875.25
88636J253	TIDAL TRUST II DEFIANCE DAILY	400.000	\$35.18	\$14,072.00	\$37,454.50
902973304	US BANCORP DEL COM NEW	300.000	\$47.83	\$14,349.00	\$15,049.00
907818108	UNION PACIFIC CORP NFS LLC IS A	81.647	\$228.04	\$18,618.78	\$19,789.38
92826C839	VISA INC COM CL A	51.636	\$316.04	\$16,319.04	\$10,321.48
92840M102	VISTRA ENERGY CORP COM	150.240	\$137.87	\$20,713.59	\$25,638.23
931142103	WAL-MART STORES INC NFS IS A SPECIALIST	350.424	\$90.35	\$31,660.81	\$12,788.51
94106L109	WASTE MANAGEMENT INC NFS LLC IS A	72.234	\$201.79	\$14,576.10	\$8,658.35
949746101	WELLS FARGO & CO NEW	546.419	\$70.24	\$38,380.47	\$19,311.50
98138J305	WORKHORSE GROUP INC COM SHS	7.000	\$0.70	\$4.89	\$1,912.87
98980G102	ZSCALER INC COM	10.000	\$180.41	\$1,804.10	\$1,880.00
717081103	PFIZER INC NFS IS A SPECIALIST	1,006.177	\$26.53	\$26,693.88	\$30,836.81
72703H101	PLANET FITNESS INC CL A	166.371	\$98.87	\$16,449.10	\$12,589.97
739128106	POWELL INDS INC	88.000	\$221.65	\$19,505.20	\$20,352.64
742718109	PROCTER & GAMBLE CO NFS IS A SPECIALIST	75.594	\$167.65	\$12,673.33	\$11,529.21
75513E101	RAYTHEON TECHNOLOGIES CORP	202.613	\$115.72	\$23,446.38	\$13,615.53
79466L302	SALESFORCE COM INC	75.000	\$334.33	\$25,074.75	\$26,587.50
833445109	SNOWFLAKE INC CL A	51.852	\$154.41	\$8,006.47	\$8,847.87
86800U302	SUPER MICRO COMPUTER INC COM NEW	470.000	\$30.48	\$14,325.60	\$24,933.50
872590104	T-MOBILE US INC COM USD0.0001	150.561	\$220.73	\$33,233.33	\$35,622.00
87612E106	TARGET CORP NFS IS A SPECIALIST	60.000	\$135.18	\$8,110.80	\$8,245.45
88023B103	TEMPUS AI INC CL A	2,000.000	\$33.76	\$67,520.00	\$80,079.48
883203101	TEXTRON INC	50.000	\$76.49	\$3,824.50	\$3,902.31
88579Y101	3M COMPANY NFS IS A SPECIALIST	160.716	\$129.09	\$20,746.83	\$21,478.75
	EXTERNAL FUND				
23320G513	DFA INTERM EXTENDED QUALITY PORT INSTL	3,226.549	\$9.50	\$30,652.22	\$34,515.97
23320G521	DFA SHORT TERM EXTENDED QUAL INSTL	1,484.608	\$10.38	\$15,410.23	\$16,087.08
742935489	THE OSTERWEIS STRATEGIC INCOME FD	8,326.412	\$11.21	\$93,339.08	\$94,245.97
90291A874	USAA SCIENCE & TECHNOLOGY CL A	1,234.935	\$28.40	\$35,072.15	\$29,698.23
233203884	DIMENSIONAL ADVISOR GLOBAL FIXED INCOME	3,727.373	\$10.02	\$37,348.28	\$40,414.36
922908660	VANGUARD GROWTH INDEX ADMIRAL	122.940	\$211.22	\$25,967.39	\$15,834.71
233203595	US TARGETED VALUE PORT FD	218.784	\$34.37	\$7,519.61	\$3,631.61
233203827	DIMENSIONAL ADVISOR US LARGE CAPITAL VAL	90.760	\$49.29	\$4,473.56	\$2,954.95
921937702	VANGUARD SHORT TERM BOND INDEX ADMIRAL	1,157.376	\$10.13	\$11,724.22	\$11,529.57
	FIDELITY FUND				
316146182	FIDELITY SMALL CAP INDEX INSTL PREMIUM	10.659	\$27.68	\$295.04	\$296.86
31635T708	FIDELITY ZERO TOTAL MARKET INDEX	123.049	\$20.37	\$2,506.51	\$2,570.90
315911750	FIDELITY 500 INDEX INSTITUTIONAL PREM	440.417	\$204.19	\$89,928.75	\$64,204.51
315911743	FID EXTENDED MARKET INDEX INSTL PREMIUM	3.231	\$90.88	\$293.63	\$296.88
315911727	FIDELITY INTERNATL INDEX INSTL PREMIUM	6.197	\$47.54	\$294.61	\$296.88
315911693	FID TOTAL MKT INDEX INSTL PREMIUM CLASS	223.098	\$161.27	\$35,979.01	\$15,128.54
	OPTION				
6982649GC	PUT (NIO) NIO INC SPON ADS	(80.000)	\$8.00	(\$640.00)	\$0.00
7004809XR	PUT (ARM) ARM HOLDINGS PLC	(3.000)	\$330.00	(\$990.00)	\$0.00
6136779EC	PUT (MARA) MARATHON DIGITAL	(18.000)	\$174.00	(\$3,132.00)	\$0.00
6137369MK	PUT (OPEN) OPENDOOR	(160.000)	\$42.00	(\$6,720.00)	\$0.00
6137369NL	CALL (OPEN) OPENDOOR	(100.000)	\$3.00	(\$300.00)	\$0.00
6138639VV	PUT (U) UNITY SOFTWARE INC	(16.000)	\$39.00	(\$624.00)	\$0.00
6583769OK	PUT (UPST) UPSTART HLDGS INC	(6.000)	\$172.00	(\$1,032.00)	\$0.00
7579799BV	PUT (RGTI) RIGETTI COMPUTING	(41.000)	\$6.00	(\$246.00)	\$0.00
7547269XZ	PUT (QUBT) QUANTUM COMPUTING	(75.000)	\$2.00	(\$150.00)	\$0.00
7468779AU	PUT (NNE) NANO NUCLEAR ENERGY	(18.000)	\$19.00	(\$342.00)	\$0.00
7385949QQ	PUT (LUNR) INTUITIVE MACHINES	(30.000)	\$5.00	(\$150.00)	\$0.00
7352759UQ	PUT (MSTR) MICROSTRATEGY COM	(2.000)	\$360.00	(\$720.00)	\$0.00
7268789NH	CALL (TEM) TEMPUS AI INC CL A	(16.000)	\$107.00	(\$1,712.00)	\$0.00
7139939UO	PUT (QS) QUANTUMSCAPE CORP	(80.000)	\$3.00	(\$240.00)	\$0.00
7047269HH	PUT (SOUN) SOUNDOOUND AI INC	(30.000)	\$9.00	(\$270.00)	\$0.00
	PREFERRED STOCK				

**VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
76882G503	RIVERNORTH DOUBLELINE STRATE UNIT	357.000	\$10.08	\$3,598.20	\$9,646.14
33939L407	FLEXSHARES TRUST MORNINGSTAR GLOBAL	15.945	\$36.36	\$579.76	\$661.39
362397101	GABELLI EQUITY TR INC	3,281.518	\$5.38	\$17,654.57	\$18,783.68
36465A109	GAMCO GLOBAL GOLD NAT RES & INCOME	6,722.739	\$3.77	\$25,344.73	\$30,110.81
376546107	GLADSTONE INVT CORP	1,309.776	\$13.25	\$17,354.53	\$15,951.43
37954Y871	GLOBAL X FDS GLOBAL X URANIUM	14.946	\$26.78	\$400.25	\$339.33
37960A669	GLOBAL X FDS SUPERDIVIDEND	1,221.845	\$20.62	\$25,194.44	\$43,440.30
42968F108	HIGH INCOME SECS FD SHS BEN INT	4,238.171	\$6.53	\$27,675.26	\$35,094.80
46090E103	INVESCO QQQ TR UNIT SER 1	335.277	\$511.23	\$171,403.66	\$107,662.00
464286327	ISHARES INC MSCI GLOBAL SILVER	33.202	\$11.54	\$383.15	\$320.88
464287507	ISHARES TR S&P MIDCAP 400 INDEX FD	14.956	\$62.31	\$931.91	\$807.31
464287655	ISHARES TR RUSSELL 2000 INDEX FD	100.628	\$220.96	\$22,234.76	\$24,196.90
464287689	ISHARES TR RUSSELL 3000 INDEX FD	467.005	\$334.25	\$156,096.42	\$114,674.37
464287804	ISHARES TRUST S&P SMALLCAP 600 INDEX	7.815	\$115.22	\$900.44	\$812.15
464289180	ISHARES TRUST MSCI EUROPE FINL SECTOR	1,139.001	\$23.30	\$26,538.72	\$19,185.07
529900102	LIBERTY ALL-STAR GROWTH FUND	2,992.627	\$5.65	\$16,908.34	\$9,793.10
64110Y108	NET LEASE OFFICE PROPERTIES COM	13.186	\$31.21	\$411.54	\$4.42
74349Y704	PROSHARES TRUST ULTRA BITCOIN ETF	200.000	\$49.42	\$9,884.00	\$10,412.00
756109104	REALTY INCOME CORP (MARYLAND)	1,190.174	\$53.41	\$63,567.19	\$65,568.36
25460E232	DIREXION SHS ETF TR DAILY SM CP BEAR	38.939	\$12.97	\$505.04	\$5,000.70
14174T107	CARETRUST REIT INC COM	237.913	\$27.05	\$6,435.55	\$4,416.01
09257A108	BLACKROCK RES & COMMODITIES STRGY TR	419.516	\$8.54	\$3,582.67	\$3,495.95
03027X100	AMERICAN TOWER REIT COM USD0.01	45.321	\$183.41	\$8,312.32	\$9,884.70
003261104	ABERDEEN STD INVTS ETFS BBRG ALL COMD	17.998	\$19.75	\$355.46	\$378.82
922042718	VANGUARD INTL EQUITY INDEX FDSFTSE ALL	5.907	\$114.48	\$676.23	\$668.00
921943858	VANGUARD TAX MANAGED FD EUROPE PACIFIC	26.810	\$47.82	\$1,282.05	\$1,248.06
921909768	VANGUARD STAR FD VANGUARD TOTAL INTL	2,710.584	\$58.93	\$159,734.72	\$173,947.96
922042742	VANGUARD INTL EQUITY INDEX FDS TOTAL	219.261	\$117.48	\$25,758.78	\$22,997.73
808524805	SCHWAB STRATEGIC TR INTL EQUITY ETF	127.669	\$18.50	\$2,361.88	\$2,289.94
808524706	SCHWAB STRATEGIC TR EMERGING MKTS EQUITY	26.636	\$26.63	\$709.32	\$672.14
78462F103	S & P 500 DEPOSITORY RECEIPT	30.030	\$586.08	\$17,599.98	\$17,324.51
76882G107	RIVERNORTH DOUBLELINE STRATEGC	2,877.751	\$8.34	\$24,000.44	\$28,328.12
315948109	FIDELITY WISE ORIGIN BITCOIN FUND	30.000	\$81.58	\$2,447.40	\$1,133.10
316092402	FIDELITY MSCI ENERGY INDEX ETF	334.614	\$23.84	\$7,977.20	\$3,118.91
NET ASSETS :				\$4,367,943.97	

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NUMBER 001
SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
YEAR ENDED DECEMBER 31, 2024

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are Included <input type="checkbox"/> Yes	\$ -	\$ 208	\$ -	\$ -



CLA (CliftonLarsonAllen LLP) is a network member of CLA Global. See CLAGlobal.com/disclaimer. Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.