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| <p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p> | <p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p> | <p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 2em; font-weight: bold; text-align: center;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">This Form is Open to Public Inspection</p> |
|---|---|---|

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 (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here.

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

| | |
|---|--|
| <p>1a Name of plan <u>DAVID CLARK 401K PLAN</u></p> | <p>1b Three-digit plan number (PN) ▶ <u>002</u></p> |
| <p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>DAVID CLARK HOLDINGS, INC.</u></p> <p><u>360 FRANKLIN STREET</u> <u>C/O BOX 15054</u> <u>WORCESTER, MA 01615-0054</u></p> | <p>1c Effective date of plan <u>12/01/1984</u></p> <p>2b Employer Identification Number (EIN) <u>84-4259761</u></p> <p>2c Plan Sponsor's telephone number <u>508-751-5800</u></p> <p>2d Business code (see instructions) <u>339900</u></p> |

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

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

| | | | |
|------------------|---|------------|--|
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/01/2025 | LISA J. MARTIN |
| | Signature of plan administrator | Date | Enter name of individual signing as plan administrator |
| SIGN HERE | Filed with authorized/valid electronic signature. | 10/01/2025 | LISA J. MARTIN |
| | Signature of employer/plan sponsor | Date | Enter name of individual signing as employer or plan sponsor |
| SIGN HERE | | | |
| | Signature of DFE | Date | Enter name of individual signing as DFE |

| | |
|---|---|
| 3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor DAVID CLARK COMPANY INCORPORATED RETIREMENT PLAN COMMITTEE 360 FRANKLIN STREET C/O BOX 15054 WORCESTER, MA 01615-0054 | 3b Administrator's EIN 04-2557451 3c Administrator's telephone number 508-751-5800 |
|---|---|

| | |
|--|-----------------------------------|
| 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 | 334 |
|---|----------|-----|

| | | |
|--|--------------|-----|
| 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 | 6a(1) | 260 |
| a(2) Total number of active participants at the end of the plan year | 6a(2) | 240 |
| b Retired or separated participants receiving benefits | 6b | 22 |
| c Other retired or separated participants entitled to future benefits | 6c | 50 |
| d Subtotal. Add lines 6a(2) , 6b , and 6c | 6d | 312 |
| e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits | 6e | 3 |
| f Total. Add lines 6d and 6e | 6f | 315 |
| g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | 6g(1) | 317 |
| g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | 6g(2) | 305 |
| h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | 6h | 0 |

| | | |
|--|----------|--|
| 7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | 7 | |
|--|----------|--|

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

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

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

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

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 _____

| | | |
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| 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 DAVID CLARK 401K PLAN | B Three-digit plan number (PN) ▶ | 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500 DAVID CLARK HOLDINGS, INC. | D Employer Identification Number (EIN) 84-4259761 | |

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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(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)

THE VANGUARD GROUP, INC.

23-1945930

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 15 25 37 52 99 | NONE | 4810 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input type="checkbox"/> No <input type="checkbox"/> |

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

| | | |
|---|--|---|
| SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> | DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. | <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>DAVID CLARK 401K PLAN</u> | B Three-digit plan number (PN) ▶ | <u>002</u> |
| C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>DAVID CLARK HOLDINGS, INC.</u> | D Employer Identification Number (EIN) <u>84-4259761</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>VANGUARD RETIREMENT SAVINGS TRUST</u> | | |
| b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u> | | |
| c EIN-PN <u>45-5436422-022</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>0</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC RETIREMENT SAVINGS TRUST III</u> | | |
| b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u> | | |
| c EIN-PN <u>38-7041744-024</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>8277277</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. | <small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection |
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| | |
|--|--|
| For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024 | |
| A Name of plan DAVID CLARK 401K PLAN | B Three-digit plan number (PN) ▶ 002 |
| C Plan sponsor's name as shown on line 2a of Form 5500 DAVID CLARK HOLDINGS, INC. | D Employer Identification Number (EIN) 84-4259761 |

| | |
|---------------|--------------------------------------|
| 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 |
|--|-----------------|-----------------------|-----------------|
| a Total noninterest-bearing cash | 1a | | |
| b Receivables (less allowance for doubtful accounts): | | | |
| (1) Employer contributions | 1b(1) | | |
| (2) Participant contributions | 1b(2) | | |
| (3) Other | 1b(3) | | |
| c General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| (2) U.S. Government securities | 1c(2) | | |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | | |
| (B) All other | 1c(3)(B) | | |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | | |
| (B) Common | 1c(4)(B) | | |
| (5) Partnership/joint venture interests | 1c(5) | | |
| (6) Real estate (other than employer real property) | 1c(6) | | |
| (7) Loans (other than to participants) | 1c(7) | | |
| (8) Participant loans | 1c(8) | 481013 | 443734 |
| (9) Value of interest in common/collective trusts | 1c(9) | 9015597 | 8277277 |
| (10) Value of interest in pooled separate accounts | 1c(10) | | |
| (11) Value of interest in master trust investment accounts | 1c(11) | | |
| (12) Value of interest in 103-12 investment entities | 1c(12) | | |
| (13) Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | 47261863 | 49635129 |
| (14) Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| (15) Other | 1c(15) | | |

| 1d Employer-related investments: | | (a) Beginning of Year | (b) End of Year |
|--|--------------|-----------------------|-----------------|
| (1) Employer securities..... | 1d(1) | | |
| (2) Employer real property..... | 1d(2) | | |
| e Buildings and other property used in plan operation..... | 1e | | |
| f Total assets (add all amounts in lines 1a through 1e)..... | 1f | 56758473 | 58356140 |
| Liabilities | | | |
| g Benefit claims payable..... | 1g | | |
| h Operating payables..... | 1h | | |
| i Acquisition indebtedness..... | 1i | | |
| j Other liabilities..... | 1j | | |
| k Total liabilities (add all amounts in lines 1g through 1j)..... | 1k | 0 | 0 |
| Net Assets | | | |
| l Net assets (subtract line 1k from line 1f)..... | 1l | 56758473 | 58356140 |

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) | | |
| (B) Participants..... | 2a(1)(B) | 1195648 | |
| (C) Others (including rollovers)..... | 2a(1)(C) | 2245966 | |
| (2) Noncash contributions..... | 2a(2) | | |
| (3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2) | 2a(3) | | 3441614 |
| b Earnings on investments: | | | |
| (1) Interest: | | | |
| (A) Interest-bearing cash (including money market accounts and certificates of deposit)..... | 2b(1)(A) | | |
| (B) U.S. Government securities..... | 2b(1)(B) | | |
| (C) Corporate debt instruments..... | 2b(1)(C) | | |
| (D) Loans (other than to participants)..... | 2b(1)(D) | | |
| (E) Participant loans..... | 2b(1)(E) | 26214 | |
| (F) Other..... | 2b(1)(F) | | |
| (G) Total interest. Add lines 2b(1)(A) through (F) | 2b(1)(G) | | 26214 |
| (2) Dividends: | | | |
| (A) Preferred stock..... | 2b(2)(A) | | |
| (B) Common stock..... | 2b(2)(B) | | |
| (C) Registered investment company shares (e.g. mutual funds)..... | 2b(2)(C) | 2584856 | |
| (D) Total dividends. Add lines 2b(2)(A) , (B) , and (C) | 2b(2)(D) | | 2584856 |
| (3) Rents..... | 2b(3) | | |
| (4) Net gain (loss) on sale of assets: | | | |
| (A) Aggregate proceeds..... | 2b(4)(A) | | |
| (B) Aggregate carrying amount (see instructions)..... | 2b(4)(B) | | |
| (C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result..... | 2b(4)(C) | | |
| (5) Unrealized appreciation (depreciation) of assets: | | | |
| (A) Real estate..... | 2b(5)(A) | | |
| (B) Other..... | 2b(5)(B) | | |
| (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) | 2b(5)(C) | | |

| | | (a) Amount | (b) Total |
|---|--------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | 222781 |
| (7) Net investment gain (loss) from pooled separate accounts | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts | 2b(8) | | |
| (9) Net investment gain (loss) from 103-12 investment entities | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) | 2b(10) | | 3542381 |
| c Other income | 2c | | |
| d Total income. Add all income amounts in column (b) and enter total | 2d | | 9817846 |

Expenses

| | | | |
|---|--------|---------|---------|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 8739815 | |
| (2) To insurance carriers for the provision of benefits | 2e(2) | | |
| (3) Other | 2e(3) | 3910 | |
| (4) Total benefit payments. Add lines 2e(1) through (3) | 2e(4) | | 8743725 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | |
| h Interest expense | 2h | | |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | | |
| (2) Contract administrator fees | 2i(2) | | |
| (3) Recordkeeping fees | 2i(3) | | |
| (4) IQPA audit fees | 2i(4) | | |
| (5) Investment advisory and investment management fees | 2i(5) | | |
| (6) Bank or trust company trustee/custodial fees | 2i(6) | | |
| (7) Actuarial fees | 2i(7) | | |
| (8) Legal fees | 2i(8) | | |
| (9) Valuation/appraisal fees | 2i(9) | | |
| (10) Other trustee fees and expenses | 2i(10) | | |
| (11) Other expenses | 2i(11) | 3830 | |
| (12) Total administrative expenses. Add lines 2i(1) through (11) | 2i(12) | | 3830 |
| j Total expenses. Add all expense amounts in column (b) and enter total | 2j | | 8747555 |

Net Income and Reconciliation

| | | | |
|---|-------|--|---------|
| k Net income (loss). Subtract line 2j from line 2d | 2k | | 1070291 |
| l Transfers of assets: | | | |
| (1) To this plan | 2l(1) | | 527376 |
| (2) From this plan | 2l(2) | | |

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BDO USA, P.C**

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

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

| | Yes | No | Amount |
|--|-----|----|--------|
| a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.) | | X | |
| b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) | | X | |
| c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | | X | |
| d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | | X | |
| e Was this plan covered by a fidelity bond? | X | | 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? | | X | |
| g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | | X | |
| h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | | X | |
| i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | X | | |
| j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | | X | |
| k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | | X | |
| l Has the plan failed to provide any benefit when due under the plan? | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | | X | |
| n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | | | |

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

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

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

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

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

| | | |
|--|---|--|
| SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500. | 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 <u>DAVID CLARK 401K PLAN</u> | B Three-digit plan number (PN) ▶ | <u>002</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 <u>DAVID CLARK HOLDINGS, INC.</u> | D Employer Identification Number (EIN) <u>84-4259761</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): 23-2186884

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

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

| | |
|---|--|
| 3 | |
|---|--|

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

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



David Clark 401(k) Plan

Financial Statements and
ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

Financial Statements and ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

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* All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted because they are not applicable.



Independent Auditor's Report

To the Board of Trustees and Plan Administrator
David Clark 401(k) Plan
Worcester, Massachusetts

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

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

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

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 U.S. GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

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

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with U.S. GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment

information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

BDO USA, P.C.

September 30, 2025

Financial Statements

David Clark 401(k) Plan

Statements of Net Assets Available for Benefits

| December 31, | 2024 | 2023 |
|---|----------------------|----------------------|
| Assets | | |
| Investments, at fair value (Notes 3 and 4): | | |
| Mutual funds: | | |
| Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | \$ 3,082 | \$ 6,663 |
| Vanguard Dividend Growth Fund | 167,262 | 197,111 |
| Vanguard Explorer Fund Admiral Shares | 1,279,638 | - |
| Vanguard Extended Market Index Fund Admiral Shares | 1,109,271 | - |
| Vanguard FTSE All-World ex-US Index Fund Admiral Shares | 587,509 | 1,125,599 |
| Vanguard Institutional Index Fund Institutional Shares | 6,168,427 | - |
| Vanguard International Growth Fund Admiral Shares | 1,065,413 | - |
| Vanguard International Value Fund | 46,140 | 19,372 |
| Vanguard Long-Term Investment-Grade Fund Admiral Shares | 330,133 | - |
| Vanguard PRIMECAP Fund Admiral Shares | 11,900,524 | - |
| Vanguard Short-Term Treasury Index Fund Admiral Shares | 346,698 | 1,573 |
| Vanguard Target Retirement 2020 Fund | 1,695,894 | 2,129,614 |
| Vanguard Target Retirement 2025 Fund | 4,935,441 | 4,428,093 |
| Vanguard Target Retirement 2030 Fund | 1,120,320 | 1,107,994 |
| Vanguard Target Retirement 2035 Fund | 4,865,275 | 5,179,870 |
| Vanguard Target Retirement 2040 Fund | 761,567 | 863,338 |
| Vanguard Target Retirement 2045 Fund | 2,093,153 | 1,741,043 |
| Vanguard Target Retirement 2050 Fund | 969,007 | 1,034,041 |
| Vanguard Target Retirement 2055 Fund | 589,510 | 380,655 |
| Vanguard Target Retirement 2060 Fund | 173,376 | 124,534 |
| Vanguard Target Retirement 2065 Fund | 136,597 | 46,834 |
| Vanguard Target Retirement Income Fund | 1,026,298 | 2,022,740 |
| Vanguard Total Bond Market Index Fund Admiral Shares | 1,263,766 | - |
| Vanguard Total International Bond Index Fund Admiral Shares | 947 | 366 |
| Vanguard U.S. Growth Fund Admiral Shares | 2,581,785 | - |
| Vanguard Wellesley Income Fund Admiral Shares | 645,009 | - |
| Vanguard Wellington Fund Admiral Shares | 1,928,934 | - |
| Vanguard Windsor Fund Admiral Shares | 620,917 | - |
| Vanguard Windsor II Fund Admiral Shares | 1,223,236 | - |
| Vanguard 500 Index Fund Investor Shares | - | 5,107,612 |
| Vanguard Explorer Fund Investor Shares | - | 1,240,201 |
| Vanguard Extended Market Index Fund Investor Shares | - | 1,143,018 |
| Vanguard International Growth Fund Investor Shares | - | 966,944 |
| Vanguard Long-Term Investment-Grade Fund Investor Shares | - | 315,897 |
| Vanguard PRIMECAP Fund Investor Shares | - | 10,854,719 |
| Vanguard Total Bond Market Index Fund Investor Shares | - | 1,208,903 |
| Vanguard U.S. Growth Fund Investor Shares | - | 1,990,755 |
| Vanguard Wellesley Income Fund Investor Shares | - | 638,197 |
| Vanguard Wellington Fund Investor Shares | - | 1,657,542 |
| Vanguard Windsor Fund Investor Shares | - | 516,807 |
| Vanguard Windsor II Fund Investor Shares | - | 1,211,828 |
| Total mutual funds | 49,635,129 | 47,261,863 |
| Collective trust funds: | | |
| Vanguard Retirement Savings Trust III | 8,892,648 | - |
| Vanguard Retirement Savings Trust | - | 9,632,048 |
| Total Investments, at fair value | 58,527,777 | 56,893,911 |
| Notes Receivable from Participants | 443,734 | 481,013 |
| Net Assets Available for Benefits | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan
Statements of Changes in Net Assets Available for Benefits

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|------------------|-------------------|
| Additions | | |
| Investment Income (Note 3): | | |
| Net appreciation in fair value of investments | \$ 3,542,381 | \$ 6,400,517 |
| Interest and dividend income | 2,806,557 | 1,995,457 |
| Total Investment Income | 6,348,938 | 8,395,974 |
| Interest Income, Notes Receivable from Participants (Note 3) | 26,214 | 25,309 |
| Contributions: | | |
| Participant | 1,195,648 | 1,297,241 |
| Rollovers | 2,245,966 | 2,435,839 |
| Total Contributions | 3,441,614 | 3,733,080 |
| Other Additions | - | 4,302 |
| Total Additions | 9,816,766 | 12,158,665 |
| Deductions | | |
| Payments of Benefits | 8,739,815 | 5,719,068 |
| Administrative Expenses | 3,830 | 3,150 |
| Other Deductions | 3,910 | - |
| Total Deductions | 8,747,555 | 5,722,218 |
| Net Increase Before Transfer of Assets | 1,069,211 | 6,436,447 |
| Transfer of Assets from the David Clark Employee Stock Ownership Plan (Note 1) | 527,376 | 1,050,074 |
| Net Assets Available for Benefits: | | |
| Beginning of year | 57,374,924 | 49,888,403 |
| End of year | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan

Notes to Financial Statements

1. Description of Plan

The following description of the David Clark 401(k) Plan (the “Plan” or “DC 401(k) Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a qualified defined contribution 401(k) plan sponsored by David Clark Holdings, Inc. (“DC Holdings”) and covers all eligible employees, as defined by the Plan, of David Clark Company Incorporated (“David Clark Company”) and Air-Lock Incorporated (“Air-Lock”). DC Holdings, David Clark Company, and Air-Lock are collectively referred to hereinafter as the “Company.” The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The plan administrator oversees the Plan’s operations, and the Board of Trustees determines the appropriateness of the Plan’s investments and monitors investment performance. Vanguard Fiduciary Trust Company (“Vanguard”) serves as the Plan’s custodian and recordkeeper.

Eligibility

Eligibility to become a participant for purposes of making elective participant contributions occurs upon employment. Employees are eligible to receive an allocation of the Company’s discretionary contribution, if any, on January 1 or July 1 following completion of one year of service and being employed on the last day of the plan year. A year of service is a 12-month period in which an employee completes at least 1,000 hours of service.

Contributions

Each year, participants may contribute up to 100% of their annual compensation, as defined by the Plan, on a pre-tax or post-tax (Roth) basis. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing rollover distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and a collective trust fund as investment options for participants. 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 3% of eligible compensation. The Company’s discretionary contribution to the Plan, if any, is allocated to each participant who has completed at least 1,000 hours of service and is employed on the last day of the plan year. Each participant shares in the Company’s contribution in proportion to his or her eligible compensation. For the years ended December 31, 2024 and 2023, the Company did not elect to make contributions to the Plan. Contributions are subject to certain Internal Revenue Code (“IRC”) limitations.

Transfer of Assets from the David Clark Employee Stock Ownership Plan

The Company also sponsors the David Clark Employee Stock Ownership Plan (the “DC ESOP”), which was established and operates, in relevant part, as a leveraged employee stock ownership plan and is designed to comply with Section 4975(e)(7), and the regulations thereunder, of the IRC of 1986, as amended, and is subject to the applicable provisions of ERISA. Effective January 1, 2022, the DC 401(k) Plan and the DC ESOP were amended to permit S-Corporation distributions made to the DC ESOP to be transferred, at the direction of the DC ESOP trustee, to the respective participant

David Clark 401(k) Plan

Notes to Financial Statements

accounts of the DC 401(k) Plan as a trustee-to-trustee transfer. During the years ended December 31, 2024 and 2023, \$527,376 and \$1,050,074 was transferred from the DC ESOP to the DC 401(k) Plan, respectively.

Participant Accounts

Each participant's account is credited with the participant's contributions, transfers of S-Corporation distributions from the DC ESOP, and allocations of (a) the Company's contributions and (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, deferrals, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their elective contributions and S-Corporation distributions transferred from the DC ESOP, plus actual earnings thereon. Vesting in the Company's discretionary contributions, plus actual earnings thereon, is based on years of service. A participant is 100% vested after six years of service based on the following:

| <i>Years of Service</i> | <i>Vesting Percentage</i> |
|-------------------------|---------------------------|
| Less than two | 0% |
| Between two and three | 20% |
| Between three and four | 40% |
| Between four and five | 60% |
| Between five and six | 80% |
| Six or more | 100% |

Participants become fully vested immediately upon death, disability, or retirement.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested participant account balance. General purpose loans must be repaid within five years; a repayment term of up to 20 years is allowed if the proceeds are used to acquire a principal residence. Amounts borrowed are secured by the balance in the participant's account and carry interest at the prime rate. Principal and interest are paid ratably through monthly payroll deductions.

Benefit Payments

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or annual installments over a period elected by the participant. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. Distributions generally require written consent; however, the Plan provides for the direct rollover to an individual retirement account for terminated participants with vested balances greater than \$1,000 and not more than \$5,000, unless directed otherwise by the participant. In general, participants must begin receiving required minimum distributions upon

David Clark 401(k) Plan

Notes to Financial Statements

reaching a certain age, unless they are still employed. For individuals who reached age 70½ on or before December 31, 2019, that age is 70½. For individuals who reach age 70½ on or after January 1, 2020, in accordance with the Setting Every Community Up for Retirement Enhancement (“SECURE”) Act of 2019, that age is 72. For individuals who reach age 70½ on or after January 1, 2023, in accordance with the SECURE 2.0 Act of 2022, that age is 73. The Plan also allows the plan administrator to automatically distribute the entire vested account balance of terminated participants with vested account balances of \$1,000 or less, unless directed otherwise by the participant. Additionally, amounts representing transfers of S-Corporation distributions from the DC ESOP, plus actual earnings thereon, are eligible for in-service withdrawal.

Forfeitures

Forfeitures of the non-vested portion of withdrawing participants’ accounts are first used to pay plan expenses. Forfeitures in excess of plan expenses may then be used to reduce employer contributions, with any remaining balance allocated to participant accounts in the same manner as employer contributions. As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$3,082 and \$6,663, respectively. No forfeitures were used to reduce expenses during 2024 or 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP 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 as of the date of the financial statements. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s management determines the Plan’s valuation policies utilizing information provided by investment advisers and the custodian. See Note 4 for discussion of fair value measurement.

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

Contributions

Participant contributions are recognized in the period during which the Company makes the respective payroll deduction from the participant’s compensation. Employer contributions, if any, are recorded in the relevant period in accordance with the terms in the plan document.

David Clark 401(k) Plan

Notes to Financial Statements

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation/depreciation in fair value of investments.

Subsequent Events

The Plan has evaluated subsequent events through September 30, 2025, which is the date the financial statements were available to be issued.

3. Certified Investments

The plan administrator has elected the method of compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard, a qualified institution as defined by ERISA, has certified as to the completeness and accuracy of all the investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the ERISA-required supplemental schedule, Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest on notes receivable from participants reflected on the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023. The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedule.

4. Fair Value Measurement

The Financial Accounting Standard Board Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

David Clark 401(k) Plan

Notes to Financial Statements

The three levels of the fair value hierarchy under ASC Topic 820 are described as follows:

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

| | |
|---------|---|
| Level 2 | Inputs to the valuation methodology include: <ul style="list-style-type: none">• quoted prices for similar assets or liabilities in active markets;• quoted prices for identical or similar assets or liabilities in inactive markets;• inputs other than quoted prices that are observable for the asset or liability;• inputs that are derived principally from or corroborated by observable market data by correlation or other means. |
|---------|---|

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

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

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

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

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 U.S. 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.

Collective Trust Funds

The Plan's collective trust fund investments represent investments in the Vanguard Retirement Savings Trust III as of December 31, 2024 and the Vanguard Retirement Savings Trust as of December 31, 2023, that are valued at the NAV of units held by the Plan at year-end, as provided by the fund administrators. The NAV is based on the fair value of the underlying investments held by the funds less their liabilities. The NAV is considered a readily determinable fair value as it is publicly published by the fund administrators and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily with no advance notice requirements. Were the Plan to initiate a full redemption of the collective trusts, the investment advisors reserve the right to temporarily delay withdrawal from the trusts in order to ensure that securities liquidations will be carried out in an orderly business manner.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of

David Clark 401(k) Plan

Notes to Financial Statements

different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth, by level within the fair value hierarchy, the Plan's assets at fair value:

| <i>December 31, 2024</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 49,635,129 | \$ - | \$ - | 49,635,129 |
| Collective trust fund | 8,892,648 | - | - | 8,892,648 |
| Total Assets at Fair Value | \$ 58,527,777 | \$ - | \$ - | 58,527,777 |

| <i>December 31, 2023</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 47,261,863 | \$ - | \$ - | 47,261,863 |
| Collective trust fund | 9,632,048 | - | - | 9,632,048 |
| Total Assets at Fair Value | \$ 56,893,911 | \$ - | \$ - | 56,893,911 |

5. Related-Party and Party-in-Interest Transactions

The Plan invests in shares of mutual funds and collective trust funds managed by an affiliate of Vanguard, which acts as custodian for only those investments, as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions, which are exempt from prohibited transactions rules. Notes receivable from participants also qualify as party-in-interest transactions.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. As described in Note 2, the Company also pays certain administrative expenses of the Plan.

6. Plan Termination

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

7. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated July 18, 2018, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The plan administrator believes the Plan is designed, and is currently being operated, in compliance with applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

David Clark 401(k) Plan
Notes to Financial Statements

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax period.

8. Risks and Uncertainties

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

9. Reconciliation of Financial Statements to Form 5500

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

| <i>December 31,</i> | 2024 | 2023 |
|---|----------------------|----------------------|
| Net Assets Available for Benefits Per the Financial Statements | \$ 58,971,511 | \$ 57,374,924 |
| Adjustment from Fair Value to Current Value Related to the Plan's Investment in the Collective Trust Funds * | (615,371) | (616,451) |
| Net Assets Available for Benefits per the Form 5550 | \$ 58,356,140 | \$ 56,758,473 |

The remainder of this page intentionally left blank.

David Clark 401(k) Plan
Notes to Financial Statements

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500:

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|---------------------|---------------------|
| Net Increase Before Transfer of Assets Per the Financial Statements | \$ 1,069,211 | \$ 6,436,447 |
| Investments: | | |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds: * | | |
| Beginning of year | 616,451 | 656,512 |
| End of year | (615,371) | (616,451) |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds | 1,080 | 40,061 |
| Net Increase in Net Assets Available for Benefits per the Form 5500 | \$ 1,070,291 | \$ 6,476,508 |

* The investment value and investment income related to the Plan's collective trust funds are reflected in the accompanying financial statements at fair value. However, in accordance with IRS instructions, the investment value and investment income related to the Plan's collective trust funds are reported on the Form 5500 at current value.

The remainder of this page intentionally left blank.

ERISA-Required Supplemental Schedule

David Clark 401(k) Plan

Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 84-4259761
Plan Number: 002

December 31, 2024

| (a) | (b) Identity of Issue, Borrower Lessor or Similar Party | (c) Description of Investment, including Maturity Date, Rate of Interest Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|--|---|---|-------------|-------------------------|
| Mutual Funds: | | | | |
| * | Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | Registered Investment Company | ** | \$ 3,082 |
| * | Vanguard Dividend Growth Fund | Registered Investment Company | ** | 167,262 |
| * | Vanguard Explorer Fund Admiral Shares | Registered Investment Company | ** | 1,279,638 |
| * | Vanguard Extended Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,109,271 |
| * | Vanguard FTSE All-World ex-US Index Fund Admiral Shares | Registered Investment Company | ** | 587,509 |
| * | Vanguard Institutional Index Fund Institutional Shares | Registered Investment Company | ** | 6,168,427 |
| * | Vanguard International Growth Fund Admiral Shares | Registered Investment Company | ** | 1,065,413 |
| * | Vanguard International Value Fund | Registered Investment Company | ** | 46,140 |
| * | Vanguard Long-Term Investment-Grade Fund Admiral Shares | Registered Investment Company | ** | 330,133 |
| * | Vanguard PRIMECAP Fund Admiral Shares | Registered Investment Company | ** | 11,900,524 |
| * | Vanguard Short-Term Treasury Index Fund Admiral Shares | Registered Investment Company | ** | 346,698 |
| * | Vanguard Target Retirement 2020 Fund | Registered Investment Company | ** | 1,695,894 |
| * | Vanguard Target Retirement 2025 Fund | Registered Investment Company | ** | 4,935,441 |
| * | Vanguard Target Retirement 2030 Fund | Registered Investment Company | ** | 1,120,320 |
| * | Vanguard Target Retirement 2035 Fund | Registered Investment Company | ** | 4,865,275 |
| * | Vanguard Target Retirement 2040 Fund | Registered Investment Company | ** | 761,567 |
| * | Vanguard Target Retirement 2045 Fund | Registered Investment Company | ** | 2,093,153 |
| * | Vanguard Target Retirement 2050 Fund | Registered Investment Company | ** | 969,007 |
| * | Vanguard Target Retirement 2055 Fund | Registered Investment Company | ** | 589,510 |
| * | Vanguard Target Retirement 2060 Fund | Registered Investment Company | ** | 173,376 |
| * | Vanguard Target Retirement 2065 Fund | Registered Investment Company | ** | 136,597 |
| * | Vanguard Target Retirement Income Fund | Registered Investment Company | ** | 1,026,298 |
| * | Vanguard Total Bond Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,263,766 |
| * | Vanguard Total International Bond Index Fund Admiral Shares | Registered Investment Company | ** | 947 |
| * | Vanguard U.S. Growth Fund Admiral Shares | Registered Investment Company | ** | 2,581,785 |
| * | Vanguard Wellesley Income Fund Admiral Shares | Registered Investment Company | ** | 645,009 |
| * | Vanguard Wellington Fund Admiral Shares | Registered Investment Company | ** | 1,928,934 |
| * | Vanguard Windsor Fund Admiral Shares | Registered Investment Company | ** | 620,917 |
| * | Vanguard Windsor II Fund Admiral Shares | Registered Investment Company | ** | 1,223,236 |
| Total Mutual Funds | | | | 49,635,129 |
| Collective Trust Fund: | | | | |
| * | Vanguard Retirement Savings Trust III | Common/Collective Trust | ** | 8,277,277 |
| Notes Receivable from Participants: | | | | |
| * | Participant loans | Interest rates between 3.25% - 8.50%, secured by participant account balances | - | 443,734 |
| Total Investments per Form 5500 | | | | \$ 58,356,140 |

* Party-in-interest, as defined by ERISA.

** All investments are participant or beneficiary directed; cost information is not required.



David Clark 401(k) Plan

Financial Statements and
ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

Financial Statements and ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

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* All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted because they are not applicable.



Independent Auditor's Report

To the Board of Trustees and Plan Administrator
David Clark 401(k) Plan
Worcester, Massachusetts

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

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

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

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 U.S. GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

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

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with U.S. GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment

information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

BDO USA, P.C.

September 30, 2025

Financial Statements

David Clark 401(k) Plan

Statements of Net Assets Available for Benefits

| December 31, | 2024 | 2023 |
|---|----------------------|----------------------|
| Assets | | |
| Investments, at fair value (Notes 3 and 4): | | |
| Mutual funds: | | |
| Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | \$ 3,082 | \$ 6,663 |
| Vanguard Dividend Growth Fund | 167,262 | 197,111 |
| Vanguard Explorer Fund Admiral Shares | 1,279,638 | - |
| Vanguard Extended Market Index Fund Admiral Shares | 1,109,271 | - |
| Vanguard FTSE All-World ex-US Index Fund Admiral Shares | 587,509 | 1,125,599 |
| Vanguard Institutional Index Fund Institutional Shares | 6,168,427 | - |
| Vanguard International Growth Fund Admiral Shares | 1,065,413 | - |
| Vanguard International Value Fund | 46,140 | 19,372 |
| Vanguard Long-Term Investment-Grade Fund Admiral Shares | 330,133 | - |
| Vanguard PRIMECAP Fund Admiral Shares | 11,900,524 | - |
| Vanguard Short-Term Treasury Index Fund Admiral Shares | 346,698 | 1,573 |
| Vanguard Target Retirement 2020 Fund | 1,695,894 | 2,129,614 |
| Vanguard Target Retirement 2025 Fund | 4,935,441 | 4,428,093 |
| Vanguard Target Retirement 2030 Fund | 1,120,320 | 1,107,994 |
| Vanguard Target Retirement 2035 Fund | 4,865,275 | 5,179,870 |
| Vanguard Target Retirement 2040 Fund | 761,567 | 863,338 |
| Vanguard Target Retirement 2045 Fund | 2,093,153 | 1,741,043 |
| Vanguard Target Retirement 2050 Fund | 969,007 | 1,034,041 |
| Vanguard Target Retirement 2055 Fund | 589,510 | 380,655 |
| Vanguard Target Retirement 2060 Fund | 173,376 | 124,534 |
| Vanguard Target Retirement 2065 Fund | 136,597 | 46,834 |
| Vanguard Target Retirement Income Fund | 1,026,298 | 2,022,740 |
| Vanguard Total Bond Market Index Fund Admiral Shares | 1,263,766 | - |
| Vanguard Total International Bond Index Fund Admiral Shares | 947 | 366 |
| Vanguard U.S. Growth Fund Admiral Shares | 2,581,785 | - |
| Vanguard Wellesley Income Fund Admiral Shares | 645,009 | - |
| Vanguard Wellington Fund Admiral Shares | 1,928,934 | - |
| Vanguard Windsor Fund Admiral Shares | 620,917 | - |
| Vanguard Windsor II Fund Admiral Shares | 1,223,236 | - |
| Vanguard 500 Index Fund Investor Shares | - | 5,107,612 |
| Vanguard Explorer Fund Investor Shares | - | 1,240,201 |
| Vanguard Extended Market Index Fund Investor Shares | - | 1,143,018 |
| Vanguard International Growth Fund Investor Shares | - | 966,944 |
| Vanguard Long-Term Investment-Grade Fund Investor Shares | - | 315,897 |
| Vanguard PRIMECAP Fund Investor Shares | - | 10,854,719 |
| Vanguard Total Bond Market Index Fund Investor Shares | - | 1,208,903 |
| Vanguard U.S. Growth Fund Investor Shares | - | 1,990,755 |
| Vanguard Wellesley Income Fund Investor Shares | - | 638,197 |
| Vanguard Wellington Fund Investor Shares | - | 1,657,542 |
| Vanguard Windsor Fund Investor Shares | - | 516,807 |
| Vanguard Windsor II Fund Investor Shares | - | 1,211,828 |
| Total mutual funds | 49,635,129 | 47,261,863 |
| Collective trust funds: | | |
| Vanguard Retirement Savings Trust III | 8,892,648 | - |
| Vanguard Retirement Savings Trust | - | 9,632,048 |
| Total Investments, at fair value | 58,527,777 | 56,893,911 |
| Notes Receivable from Participants | 443,734 | 481,013 |
| Net Assets Available for Benefits | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan
Statements of Changes in Net Assets Available for Benefits

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|------------------|-------------------|
| Additions | | |
| Investment Income (Note 3): | | |
| Net appreciation in fair value of investments | \$ 3,542,381 | \$ 6,400,517 |
| Interest and dividend income | 2,806,557 | 1,995,457 |
| Total Investment Income | 6,348,938 | 8,395,974 |
| Interest Income, Notes Receivable from Participants (Note 3) | 26,214 | 25,309 |
| Contributions: | | |
| Participant | 1,195,648 | 1,297,241 |
| Rollovers | 2,245,966 | 2,435,839 |
| Total Contributions | 3,441,614 | 3,733,080 |
| Other Additions | - | 4,302 |
| Total Additions | 9,816,766 | 12,158,665 |
| Deductions | | |
| Payments of Benefits | 8,739,815 | 5,719,068 |
| Administrative Expenses | 3,830 | 3,150 |
| Other Deductions | 3,910 | - |
| Total Deductions | 8,747,555 | 5,722,218 |
| Net Increase Before Transfer of Assets | 1,069,211 | 6,436,447 |
| Transfer of Assets from the David Clark Employee Stock Ownership Plan (Note 1) | 527,376 | 1,050,074 |
| Net Assets Available for Benefits: | | |
| Beginning of year | 57,374,924 | 49,888,403 |
| End of year | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan

Notes to Financial Statements

1. Description of Plan

The following description of the David Clark 401(k) Plan (the “Plan” or “DC 401(k) Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a qualified defined contribution 401(k) plan sponsored by David Clark Holdings, Inc. (“DC Holdings”) and covers all eligible employees, as defined by the Plan, of David Clark Company Incorporated (“David Clark Company”) and Air-Lock Incorporated (“Air-Lock”). DC Holdings, David Clark Company, and Air-Lock are collectively referred to hereinafter as the “Company.” The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The plan administrator oversees the Plan’s operations, and the Board of Trustees determines the appropriateness of the Plan’s investments and monitors investment performance. Vanguard Fiduciary Trust Company (“Vanguard”) serves as the Plan’s custodian and recordkeeper.

Eligibility

Eligibility to become a participant for purposes of making elective participant contributions occurs upon employment. Employees are eligible to receive an allocation of the Company’s discretionary contribution, if any, on January 1 or July 1 following completion of one year of service and being employed on the last day of the plan year. A year of service is a 12-month period in which an employee completes at least 1,000 hours of service.

Contributions

Each year, participants may contribute up to 100% of their annual compensation, as defined by the Plan, on a pre-tax or post-tax (Roth) basis. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing rollover distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and a collective trust fund as investment options for participants. 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 3% of eligible compensation. The Company’s discretionary contribution to the Plan, if any, is allocated to each participant who has completed at least 1,000 hours of service and is employed on the last day of the plan year. Each participant shares in the Company’s contribution in proportion to his or her eligible compensation. For the years ended December 31, 2024 and 2023, the Company did not elect to make contributions to the Plan. Contributions are subject to certain Internal Revenue Code (“IRC”) limitations.

Transfer of Assets from the David Clark Employee Stock Ownership Plan

The Company also sponsors the David Clark Employee Stock Ownership Plan (the “DC ESOP”), which was established and operates, in relevant part, as a leveraged employee stock ownership plan and is designed to comply with Section 4975(e)(7), and the regulations thereunder, of the IRC of 1986, as amended, and is subject to the applicable provisions of ERISA. Effective January 1, 2022, the DC 401(k) Plan and the DC ESOP were amended to permit S-Corporation distributions made to the DC ESOP to be transferred, at the direction of the DC ESOP trustee, to the respective participant

David Clark 401(k) Plan

Notes to Financial Statements

accounts of the DC 401(k) Plan as a trustee-to-trustee transfer. During the years ended December 31, 2024 and 2023, \$527,376 and \$1,050,074 was transferred from the DC ESOP to the DC 401(k) Plan, respectively.

Participant Accounts

Each participant's account is credited with the participant's contributions, transfers of S-Corporation distributions from the DC ESOP, and allocations of (a) the Company's contributions and (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, deferrals, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their elective contributions and S-Corporation distributions transferred from the DC ESOP, plus actual earnings thereon. Vesting in the Company's discretionary contributions, plus actual earnings thereon, is based on years of service. A participant is 100% vested after six years of service based on the following:

| <i>Years of Service</i> | <i>Vesting Percentage</i> |
|-------------------------|---------------------------|
| Less than two | 0% |
| Between two and three | 20% |
| Between three and four | 40% |
| Between four and five | 60% |
| Between five and six | 80% |
| Six or more | 100% |

Participants become fully vested immediately upon death, disability, or retirement.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested participant account balance. General purpose loans must be repaid within five years; a repayment term of up to 20 years is allowed if the proceeds are used to acquire a principal residence. Amounts borrowed are secured by the balance in the participant's account and carry interest at the prime rate. Principal and interest are paid ratably through monthly payroll deductions.

Benefit Payments

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or annual installments over a period elected by the participant. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. Distributions generally require written consent; however, the Plan provides for the direct rollover to an individual retirement account for terminated participants with vested balances greater than \$1,000 and not more than \$5,000, unless directed otherwise by the participant. In general, participants must begin receiving required minimum distributions upon

David Clark 401(k) Plan

Notes to Financial Statements

reaching a certain age, unless they are still employed. For individuals who reached age 70½ on or before December 31, 2019, that age is 70½. For individuals who reach age 70½ on or after January 1, 2020, in accordance with the Setting Every Community Up for Retirement Enhancement (“SECURE”) Act of 2019, that age is 72. For individuals who reach age 70½ on or after January 1, 2023, in accordance with the SECURE 2.0 Act of 2022, that age is 73. The Plan also allows the plan administrator to automatically distribute the entire vested account balance of terminated participants with vested account balances of \$1,000 or less, unless directed otherwise by the participant. Additionally, amounts representing transfers of S-Corporation distributions from the DC ESOP, plus actual earnings thereon, are eligible for in-service withdrawal.

Forfeitures

Forfeitures of the non-vested portion of withdrawing participants’ accounts are first used to pay plan expenses. Forfeitures in excess of plan expenses may then be used to reduce employer contributions, with any remaining balance allocated to participant accounts in the same manner as employer contributions. As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$3,082 and \$6,663, respectively. No forfeitures were used to reduce expenses during 2024 or 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP 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 as of the date of the financial statements. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s management determines the Plan’s valuation policies utilizing information provided by investment advisers and the custodian. See Note 4 for discussion of fair value measurement.

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

Contributions

Participant contributions are recognized in the period during which the Company makes the respective payroll deduction from the participant’s compensation. Employer contributions, if any, are recorded in the relevant period in accordance with the terms in the plan document.

David Clark 401(k) Plan

Notes to Financial Statements

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation/depreciation in fair value of investments.

Subsequent Events

The Plan has evaluated subsequent events through September 30, 2025, which is the date the financial statements were available to be issued.

3. Certified Investments

The plan administrator has elected the method of compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard, a qualified institution as defined by ERISA, has certified as to the completeness and accuracy of all the investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the ERISA-required supplemental schedule, Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest on notes receivable from participants reflected on the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023. The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedule.

4. Fair Value Measurement

The Financial Accounting Standard Board Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

David Clark 401(k) Plan

Notes to Financial Statements

The three levels of the fair value hierarchy under ASC Topic 820 are described as follows:

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

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

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 U.S. 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.

Collective Trust Funds

The Plan's collective trust fund investments represent investments in the Vanguard Retirement Savings Trust III as of December 31, 2024 and the Vanguard Retirement Savings Trust as of December 31, 2023, that are valued at the NAV of units held by the Plan at year-end, as provided by the fund administrators. The NAV is based on the fair value of the underlying investments held by the funds less their liabilities. The NAV is considered a readily determinable fair value as it is publicly published by the fund administrators and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily with no advance notice requirements. Were the Plan to initiate a full redemption of the collective trusts, the investment advisors reserve the right to temporarily delay withdrawal from the trusts in order to ensure that securities liquidations will be carried out in an orderly business manner.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of

David Clark 401(k) Plan

Notes to Financial Statements

different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth, by level within the fair value hierarchy, the Plan's assets at fair value:

| <i>December 31, 2024</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 49,635,129 | \$ - | \$ - | 49,635,129 |
| Collective trust fund | 8,892,648 | - | - | 8,892,648 |
| Total Assets at Fair Value | \$ 58,527,777 | \$ - | \$ - | 58,527,777 |

| <i>December 31, 2023</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 47,261,863 | \$ - | \$ - | 47,261,863 |
| Collective trust fund | 9,632,048 | - | - | 9,632,048 |
| Total Assets at Fair Value | \$ 56,893,911 | \$ - | \$ - | 56,893,911 |

5. Related-Party and Party-in-Interest Transactions

The Plan invests in shares of mutual funds and collective trust funds managed by an affiliate of Vanguard, which acts as custodian for only those investments, as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions, which are exempt from prohibited transactions rules. Notes receivable from participants also qualify as party-in-interest transactions.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. As described in Note 2, the Company also pays certain administrative expenses of the Plan.

6. Plan Termination

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

7. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated July 18, 2018, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The plan administrator believes the Plan is designed, and is currently being operated, in compliance with applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

David Clark 401(k) Plan
Notes to Financial Statements

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax period.

8. Risks and Uncertainties

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

9. Reconciliation of Financial Statements to Form 5500

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

| <i>December 31,</i> | 2024 | 2023 |
|---|----------------------|----------------------|
| Net Assets Available for Benefits Per the Financial Statements | \$ 58,971,511 | \$ 57,374,924 |
| Adjustment from Fair Value to Current Value Related to the Plan's Investment in the Collective Trust Funds * | (615,371) | (616,451) |
| Net Assets Available for Benefits per the Form 5550 | \$ 58,356,140 | \$ 56,758,473 |

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David Clark 401(k) Plan
Notes to Financial Statements

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500:

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|---------------------|---------------------|
| Net Increase Before Transfer of Assets Per the Financial Statements | \$ 1,069,211 | \$ 6,436,447 |
| Investments: | | |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds: * | | |
| Beginning of year | 616,451 | 656,512 |
| End of year | (615,371) | (616,451) |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds | 1,080 | 40,061 |
| Net Increase in Net Assets Available for Benefits per the Form 5500 | \$ 1,070,291 | \$ 6,476,508 |

* The investment value and investment income related to the Plan's collective trust funds are reflected in the accompanying financial statements at fair value. However, in accordance with IRS instructions, the investment value and investment income related to the Plan's collective trust funds are reported on the Form 5500 at current value.

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ERISA-Required Supplemental Schedule

David Clark 401(k) Plan

Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 84-4259761
Plan Number: 002

December 31, 2024

| (a) | (b) Identity of Issue, Borrower Lessor or Similar Party | (c) Description of Investment, including Maturity Date, Rate of Interest Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|--|---|---|-------------|-------------------------|
| Mutual Funds: | | | | |
| * | Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | Registered Investment Company | ** \$ | 3,082 |
| * | Vanguard Dividend Growth Fund | Registered Investment Company | ** | 167,262 |
| * | Vanguard Explorer Fund Admiral Shares | Registered Investment Company | ** | 1,279,638 |
| * | Vanguard Extended Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,109,271 |
| * | Vanguard FTSE All-World ex-US Index Fund Admiral Shares | Registered Investment Company | ** | 587,509 |
| * | Vanguard Institutional Index Fund Institutional Shares | Registered Investment Company | ** | 6,168,427 |
| * | Vanguard International Growth Fund Admiral Shares | Registered Investment Company | ** | 1,065,413 |
| * | Vanguard International Value Fund | Registered Investment Company | ** | 46,140 |
| * | Vanguard Long-Term Investment-Grade Fund Admiral Shares | Registered Investment Company | ** | 330,133 |
| * | Vanguard PRIMECAP Fund Admiral Shares | Registered Investment Company | ** | 11,900,524 |
| * | Vanguard Short-Term Treasury Index Fund Admiral Shares | Registered Investment Company | ** | 346,698 |
| * | Vanguard Target Retirement 2020 Fund | Registered Investment Company | ** | 1,695,894 |
| * | Vanguard Target Retirement 2025 Fund | Registered Investment Company | ** | 4,935,441 |
| * | Vanguard Target Retirement 2030 Fund | Registered Investment Company | ** | 1,120,320 |
| * | Vanguard Target Retirement 2035 Fund | Registered Investment Company | ** | 4,865,275 |
| * | Vanguard Target Retirement 2040 Fund | Registered Investment Company | ** | 761,567 |
| * | Vanguard Target Retirement 2045 Fund | Registered Investment Company | ** | 2,093,153 |
| * | Vanguard Target Retirement 2050 Fund | Registered Investment Company | ** | 969,007 |
| * | Vanguard Target Retirement 2055 Fund | Registered Investment Company | ** | 589,510 |
| * | Vanguard Target Retirement 2060 Fund | Registered Investment Company | ** | 173,376 |
| * | Vanguard Target Retirement 2065 Fund | Registered Investment Company | ** | 136,597 |
| * | Vanguard Target Retirement Income Fund | Registered Investment Company | ** | 1,026,298 |
| * | Vanguard Total Bond Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,263,766 |
| * | Vanguard Total International Bond Index Fund Admiral Shares | Registered Investment Company | ** | 947 |
| * | Vanguard U.S. Growth Fund Admiral Shares | Registered Investment Company | ** | 2,581,785 |
| * | Vanguard Wellesley Income Fund Admiral Shares | Registered Investment Company | ** | 645,009 |
| * | Vanguard Wellington Fund Admiral Shares | Registered Investment Company | ** | 1,928,934 |
| * | Vanguard Windsor Fund Admiral Shares | Registered Investment Company | ** | 620,917 |
| * | Vanguard Windsor II Fund Admiral Shares | Registered Investment Company | ** | 1,223,236 |
| Total Mutual Funds | | | | 49,635,129 |
| Collective Trust Fund: | | | | |
| * | Vanguard Retirement Savings Trust III | Common/Collective Trust | ** | 8,277,277 |
| Notes Receivable from Participants: | | | | |
| * | Participant loans | Interest rates between 3.25% - 8.50%, secured by participant account balances | - | 443,734 |
| Total Investments per Form 5500 | | | | \$ 58,356,140 |

* Party-in-interest, as defined by ERISA.

** All investments are participant or beneficiary directed; cost information is not required.



David Clark 401(k) Plan

Financial Statements and
ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

Financial Statements and ERISA-Required Supplemental Schedule
Years Ended December 31, 2024 and 2023

David Clark 401(k) Plan

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* All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 ("ERISA") have been omitted because they are not applicable.



Independent Auditor's Report

To the Board of Trustees and Plan Administrator
David Clark 401(k) Plan
Worcester, Massachusetts

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

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

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

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor’s Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with U.S. 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 U.S. GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

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

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with U.S. GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment

information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

BDO USA, P.C.

September 30, 2025

Financial Statements

David Clark 401(k) Plan

Statements of Net Assets Available for Benefits

| December 31, | 2024 | 2023 |
|---|----------------------|----------------------|
| Assets | | |
| Investments, at fair value (Notes 3 and 4): | | |
| Mutual funds: | | |
| Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | \$ 3,082 | \$ 6,663 |
| Vanguard Dividend Growth Fund | 167,262 | 197,111 |
| Vanguard Explorer Fund Admiral Shares | 1,279,638 | - |
| Vanguard Extended Market Index Fund Admiral Shares | 1,109,271 | - |
| Vanguard FTSE All-World ex-US Index Fund Admiral Shares | 587,509 | 1,125,599 |
| Vanguard Institutional Index Fund Institutional Shares | 6,168,427 | - |
| Vanguard International Growth Fund Admiral Shares | 1,065,413 | - |
| Vanguard International Value Fund | 46,140 | 19,372 |
| Vanguard Long-Term Investment-Grade Fund Admiral Shares | 330,133 | - |
| Vanguard PRIMECAP Fund Admiral Shares | 11,900,524 | - |
| Vanguard Short-Term Treasury Index Fund Admiral Shares | 346,698 | 1,573 |
| Vanguard Target Retirement 2020 Fund | 1,695,894 | 2,129,614 |
| Vanguard Target Retirement 2025 Fund | 4,935,441 | 4,428,093 |
| Vanguard Target Retirement 2030 Fund | 1,120,320 | 1,107,994 |
| Vanguard Target Retirement 2035 Fund | 4,865,275 | 5,179,870 |
| Vanguard Target Retirement 2040 Fund | 761,567 | 863,338 |
| Vanguard Target Retirement 2045 Fund | 2,093,153 | 1,741,043 |
| Vanguard Target Retirement 2050 Fund | 969,007 | 1,034,041 |
| Vanguard Target Retirement 2055 Fund | 589,510 | 380,655 |
| Vanguard Target Retirement 2060 Fund | 173,376 | 124,534 |
| Vanguard Target Retirement 2065 Fund | 136,597 | 46,834 |
| Vanguard Target Retirement Income Fund | 1,026,298 | 2,022,740 |
| Vanguard Total Bond Market Index Fund Admiral Shares | 1,263,766 | - |
| Vanguard Total International Bond Index Fund Admiral Shares | 947 | 366 |
| Vanguard U.S. Growth Fund Admiral Shares | 2,581,785 | - |
| Vanguard Wellesley Income Fund Admiral Shares | 645,009 | - |
| Vanguard Wellington Fund Admiral Shares | 1,928,934 | - |
| Vanguard Windsor Fund Admiral Shares | 620,917 | - |
| Vanguard Windsor II Fund Admiral Shares | 1,223,236 | - |
| Vanguard 500 Index Fund Investor Shares | - | 5,107,612 |
| Vanguard Explorer Fund Investor Shares | - | 1,240,201 |
| Vanguard Extended Market Index Fund Investor Shares | - | 1,143,018 |
| Vanguard International Growth Fund Investor Shares | - | 966,944 |
| Vanguard Long-Term Investment-Grade Fund Investor Shares | - | 315,897 |
| Vanguard PRIMECAP Fund Investor Shares | - | 10,854,719 |
| Vanguard Total Bond Market Index Fund Investor Shares | - | 1,208,903 |
| Vanguard U.S. Growth Fund Investor Shares | - | 1,990,755 |
| Vanguard Wellesley Income Fund Investor Shares | - | 638,197 |
| Vanguard Wellington Fund Investor Shares | - | 1,657,542 |
| Vanguard Windsor Fund Investor Shares | - | 516,807 |
| Vanguard Windsor II Fund Investor Shares | - | 1,211,828 |
| Total mutual funds | 49,635,129 | 47,261,863 |
| Collective trust funds: | | |
| Vanguard Retirement Savings Trust III | 8,892,648 | - |
| Vanguard Retirement Savings Trust | - | 9,632,048 |
| Total Investments, at fair value | 58,527,777 | 56,893,911 |
| Notes Receivable from Participants | 443,734 | 481,013 |
| Net Assets Available for Benefits | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan
Statements of Changes in Net Assets Available for Benefits

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|------------------|-------------------|
| Additions | | |
| Investment Income (Note 3): | | |
| Net appreciation in fair value of investments | \$ 3,542,381 | \$ 6,400,517 |
| Interest and dividend income | 2,806,557 | 1,995,457 |
| Total Investment Income | 6,348,938 | 8,395,974 |
| Interest Income, Notes Receivable from Participants (Note 3) | 26,214 | 25,309 |
| Contributions: | | |
| Participant | 1,195,648 | 1,297,241 |
| Rollovers | 2,245,966 | 2,435,839 |
| Total Contributions | 3,441,614 | 3,733,080 |
| Other Additions | - | 4,302 |
| Total Additions | 9,816,766 | 12,158,665 |
| Deductions | | |
| Payments of Benefits | 8,739,815 | 5,719,068 |
| Administrative Expenses | 3,830 | 3,150 |
| Other Deductions | 3,910 | - |
| Total Deductions | 8,747,555 | 5,722,218 |
| Net Increase Before Transfer of Assets | 1,069,211 | 6,436,447 |
| Transfer of Assets from the David Clark Employee Stock Ownership Plan (Note 1) | 527,376 | 1,050,074 |
| Net Assets Available for Benefits: | | |
| Beginning of year | 57,374,924 | 49,888,403 |
| End of year | \$ 58,971,511 | \$ 57,374,924 |

See accompanying notes to financial statements.

David Clark 401(k) Plan

Notes to Financial Statements

1. Description of Plan

The following description of the David Clark 401(k) Plan (the “Plan” or “DC 401(k) Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a qualified defined contribution 401(k) plan sponsored by David Clark Holdings, Inc. (“DC Holdings”) and covers all eligible employees, as defined by the Plan, of David Clark Company Incorporated (“David Clark Company”) and Air-Lock Incorporated (“Air-Lock”). DC Holdings, David Clark Company, and Air-Lock are collectively referred to hereinafter as the “Company.” The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The plan administrator oversees the Plan’s operations, and the Board of Trustees determines the appropriateness of the Plan’s investments and monitors investment performance. Vanguard Fiduciary Trust Company (“Vanguard”) serves as the Plan’s custodian and recordkeeper.

Eligibility

Eligibility to become a participant for purposes of making elective participant contributions occurs upon employment. Employees are eligible to receive an allocation of the Company’s discretionary contribution, if any, on January 1 or July 1 following completion of one year of service and being employed on the last day of the plan year. A year of service is a 12-month period in which an employee completes at least 1,000 hours of service.

Contributions

Each year, participants may contribute up to 100% of their annual compensation, as defined by the Plan, on a pre-tax or post-tax (Roth) basis. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing rollover distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and a collective trust fund as investment options for participants. 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 3% of eligible compensation. The Company’s discretionary contribution to the Plan, if any, is allocated to each participant who has completed at least 1,000 hours of service and is employed on the last day of the plan year. Each participant shares in the Company’s contribution in proportion to his or her eligible compensation. For the years ended December 31, 2024 and 2023, the Company did not elect to make contributions to the Plan. Contributions are subject to certain Internal Revenue Code (“IRC”) limitations.

Transfer of Assets from the David Clark Employee Stock Ownership Plan

The Company also sponsors the David Clark Employee Stock Ownership Plan (the “DC ESOP”), which was established and operates, in relevant part, as a leveraged employee stock ownership plan and is designed to comply with Section 4975(e)(7), and the regulations thereunder, of the IRC of 1986, as amended, and is subject to the applicable provisions of ERISA. Effective January 1, 2022, the DC 401(k) Plan and the DC ESOP were amended to permit S-Corporation distributions made to the DC ESOP to be transferred, at the direction of the DC ESOP trustee, to the respective participant

David Clark 401(k) Plan

Notes to Financial Statements

accounts of the DC 401(k) Plan as a trustee-to-trustee transfer. During the years ended December 31, 2024 and 2023, \$527,376 and \$1,050,074 was transferred from the DC ESOP to the DC 401(k) Plan, respectively.

Participant Accounts

Each participant's account is credited with the participant's contributions, transfers of S-Corporation distributions from the DC ESOP, and allocations of (a) the Company's contributions and (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, deferrals, or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their elective contributions and S-Corporation distributions transferred from the DC ESOP, plus actual earnings thereon. Vesting in the Company's discretionary contributions, plus actual earnings thereon, is based on years of service. A participant is 100% vested after six years of service based on the following:

| <i>Years of Service</i> | <i>Vesting Percentage</i> |
|-------------------------|---------------------------|
| Less than two | 0% |
| Between two and three | 20% |
| Between three and four | 40% |
| Between four and five | 60% |
| Between five and six | 80% |
| Six or more | 100% |

Participants become fully vested immediately upon death, disability, or retirement.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested participant account balance. General purpose loans must be repaid within five years; a repayment term of up to 20 years is allowed if the proceeds are used to acquire a principal residence. Amounts borrowed are secured by the balance in the participant's account and carry interest at the prime rate. Principal and interest are paid ratably through monthly payroll deductions.

Benefit Payments

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account or annual installments over a period elected by the participant. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. Distributions generally require written consent; however, the Plan provides for the direct rollover to an individual retirement account for terminated participants with vested balances greater than \$1,000 and not more than \$5,000, unless directed otherwise by the participant. In general, participants must begin receiving required minimum distributions upon

David Clark 401(k) Plan

Notes to Financial Statements

reaching a certain age, unless they are still employed. For individuals who reached age 70½ on or before December 31, 2019, that age is 70½. For individuals who reach age 70½ on or after January 1, 2020, in accordance with the Setting Every Community Up for Retirement Enhancement (“SECURE”) Act of 2019, that age is 72. For individuals who reach age 70½ on or after January 1, 2023, in accordance with the SECURE 2.0 Act of 2022, that age is 73. The Plan also allows the plan administrator to automatically distribute the entire vested account balance of terminated participants with vested account balances of \$1,000 or less, unless directed otherwise by the participant. Additionally, amounts representing transfers of S-Corporation distributions from the DC ESOP, plus actual earnings thereon, are eligible for in-service withdrawal.

Forfeitures

Forfeitures of the non-vested portion of withdrawing participants’ accounts are first used to pay plan expenses. Forfeitures in excess of plan expenses may then be used to reduce employer contributions, with any remaining balance allocated to participant accounts in the same manner as employer contributions. As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$3,082 and \$6,663, respectively. No forfeitures were used to reduce expenses during 2024 or 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP 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 as of the date of the financial statements. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan’s management determines the Plan’s valuation policies utilizing information provided by investment advisers and the custodian. See Note 4 for discussion of fair value measurement.

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

Contributions

Participant contributions are recognized in the period during which the Company makes the respective payroll deduction from the participant’s compensation. Employer contributions, if any, are recorded in the relevant period in accordance with the terms in the plan document.

David Clark 401(k) Plan

Notes to Financial Statements

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation/depreciation in fair value of investments.

Subsequent Events

The Plan has evaluated subsequent events through September 30, 2025, which is the date the financial statements were available to be issued.

3. Certified Investments

The plan administrator has elected the method of compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard, a qualified institution as defined by ERISA, has certified as to the completeness and accuracy of all the investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023, the ERISA-required supplemental schedule, Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest on notes receivable from participants reflected on the statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023. The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and ERISA-required supplemental schedule.

4. Fair Value Measurement

The Financial Accounting Standard Board Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurement*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

David Clark 401(k) Plan

Notes to Financial Statements

The three levels of the fair value hierarchy under ASC Topic 820 are described as follows:

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

| | |
|---------|--|
| Level 2 | Inputs to the valuation methodology include: |
|---------|--|

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

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

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

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

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

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 U.S. 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.

Collective Trust Funds

The Plan's collective trust fund investments represent investments in the Vanguard Retirement Savings Trust III as of December 31, 2024 and the Vanguard Retirement Savings Trust as of December 31, 2023, that are valued at the NAV of units held by the Plan at year-end, as provided by the fund administrators. The NAV is based on the fair value of the underlying investments held by the funds less their liabilities. The NAV is considered a readily determinable fair value as it is publicly published by the fund administrators and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily with no advance notice requirements. Were the Plan to initiate a full redemption of the collective trusts, the investment advisors reserve the right to temporarily delay withdrawal from the trusts in order to ensure that securities liquidations will be carried out in an orderly business manner.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of

David Clark 401(k) Plan

Notes to Financial Statements

different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth, by level within the fair value hierarchy, the Plan's assets at fair value:

| <i>December 31, 2024</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 49,635,129 | \$ - | \$ - | 49,635,129 |
| Collective trust fund | 8,892,648 | - | - | 8,892,648 |
| Total Assets at Fair Value | \$ 58,527,777 | \$ - | \$ - | 58,527,777 |

| <i>December 31, 2023</i> | Level 1 | Level 2 | Level 3 | Total |
|-----------------------------------|----------------------|-------------|-------------|-------------------|
| Investments: | | | | |
| Mutual funds | \$ 47,261,863 | \$ - | \$ - | 47,261,863 |
| Collective trust fund | 9,632,048 | - | - | 9,632,048 |
| Total Assets at Fair Value | \$ 56,893,911 | \$ - | \$ - | 56,893,911 |

5. Related-Party and Party-in-Interest Transactions

The Plan invests in shares of mutual funds and collective trust funds managed by an affiliate of Vanguard, which acts as custodian for only those investments, as defined by the Plan. Transactions in such investments qualify as party-in-interest transactions, which are exempt from prohibited transactions rules. Notes receivable from participants also qualify as party-in-interest transactions.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. As described in Note 2, the Company also pays certain administrative expenses of the Plan.

6. Plan Termination

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

7. Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated July 18, 2018, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The plan administrator believes the Plan is designed, and is currently being operated, in compliance with applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

David Clark 401(k) Plan
Notes to Financial Statements

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax period.

8. Risks and Uncertainties

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

9. Reconciliation of Financial Statements to Form 5500

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

| <i>December 31,</i> | 2024 | 2023 |
|---|----------------------|----------------------|
| Net Assets Available for Benefits Per the Financial Statements | \$ 58,971,511 | \$ 57,374,924 |
| Adjustment from Fair Value to Current Value Related to the Plan's Investment in the Collective Trust Funds * | (615,371) | (616,451) |
| Net Assets Available for Benefits per the Form 5550 | \$ 58,356,140 | \$ 56,758,473 |

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David Clark 401(k) Plan
Notes to Financial Statements

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500:

| <i>Years ended December 31,</i> | 2024 | 2023 |
|---|---------------------|---------------------|
| Net Increase Before Transfer of Assets Per the Financial Statements | \$ 1,069,211 | \$ 6,436,447 |
| Investments: | | |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds: * | | |
| Beginning of year | 616,451 | 656,512 |
| End of year | (615,371) | (616,451) |
| Adjustment from fair value to current value related to the Plan's investment in the collective trust funds | 1,080 | 40,061 |
| Net Increase in Net Assets Available for Benefits per the Form 5500 | \$ 1,070,291 | \$ 6,476,508 |

* The investment value and investment income related to the Plan's collective trust funds are reflected in the accompanying financial statements at fair value. However, in accordance with IRS instructions, the investment value and investment income related to the Plan's collective trust funds are reported on the Form 5500 at current value.

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ERISA-Required Supplemental Schedule

David Clark 401(k) Plan

Form 5500 - Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)

EIN: 84-4259761
Plan Number: 002

December 31, 2024

| (a) | (b) Identity of Issue, Borrower Lessor or Similar Party | (c) Description of Investment, including Maturity Date, Rate of Interest Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|--|---|---|-------------|-------------------------|
| Mutual Funds: | | | | |
| * | Vanguard Cash Reserves Federal Money Market Fund Admiral Shares | Registered Investment Company | ** | \$ 3,082 |
| * | Vanguard Dividend Growth Fund | Registered Investment Company | ** | 167,262 |
| * | Vanguard Explorer Fund Admiral Shares | Registered Investment Company | ** | 1,279,638 |
| * | Vanguard Extended Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,109,271 |
| * | Vanguard FTSE All-World ex-US Index Fund Admiral Shares | Registered Investment Company | ** | 587,509 |
| * | Vanguard Institutional Index Fund Institutional Shares | Registered Investment Company | ** | 6,168,427 |
| * | Vanguard International Growth Fund Admiral Shares | Registered Investment Company | ** | 1,065,413 |
| * | Vanguard International Value Fund | Registered Investment Company | ** | 46,140 |
| * | Vanguard Long-Term Investment-Grade Fund Admiral Shares | Registered Investment Company | ** | 330,133 |
| * | Vanguard PRIMECAP Fund Admiral Shares | Registered Investment Company | ** | 11,900,524 |
| * | Vanguard Short-Term Treasury Index Fund Admiral Shares | Registered Investment Company | ** | 346,698 |
| * | Vanguard Target Retirement 2020 Fund | Registered Investment Company | ** | 1,695,894 |
| * | Vanguard Target Retirement 2025 Fund | Registered Investment Company | ** | 4,935,441 |
| * | Vanguard Target Retirement 2030 Fund | Registered Investment Company | ** | 1,120,320 |
| * | Vanguard Target Retirement 2035 Fund | Registered Investment Company | ** | 4,865,275 |
| * | Vanguard Target Retirement 2040 Fund | Registered Investment Company | ** | 761,567 |
| * | Vanguard Target Retirement 2045 Fund | Registered Investment Company | ** | 2,093,153 |
| * | Vanguard Target Retirement 2050 Fund | Registered Investment Company | ** | 969,007 |
| * | Vanguard Target Retirement 2055 Fund | Registered Investment Company | ** | 589,510 |
| * | Vanguard Target Retirement 2060 Fund | Registered Investment Company | ** | 173,376 |
| * | Vanguard Target Retirement 2065 Fund | Registered Investment Company | ** | 136,597 |
| * | Vanguard Target Retirement Income Fund | Registered Investment Company | ** | 1,026,298 |
| * | Vanguard Total Bond Market Index Fund Admiral Shares | Registered Investment Company | ** | 1,263,766 |
| * | Vanguard Total International Bond Index Fund Admiral Shares | Registered Investment Company | ** | 947 |
| * | Vanguard U.S. Growth Fund Admiral Shares | Registered Investment Company | ** | 2,581,785 |
| * | Vanguard Wellesley Income Fund Admiral Shares | Registered Investment Company | ** | 645,009 |
| * | Vanguard Wellington Fund Admiral Shares | Registered Investment Company | ** | 1,928,934 |
| * | Vanguard Windsor Fund Admiral Shares | Registered Investment Company | ** | 620,917 |
| * | Vanguard Windsor II Fund Admiral Shares | Registered Investment Company | ** | 1,223,236 |
| Total Mutual Funds | | | | 49,635,129 |
| Collective Trust Fund: | | | | |
| * | Vanguard Retirement Savings Trust III | Common/Collective Trust | ** | 8,277,277 |
| Notes Receivable from Participants: | | | | |
| * | Participant loans | Interest rates between 3.25% - 8.50%, secured by participant account balances | - | 443,734 |
| Total Investments per Form 5500 | | | | \$ 58,356,140 |

* Party-in-interest, as defined by ERISA.

** All investments are participant or beneficiary directed; cost information is not required.