

<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;">This Form is Open to Public Inspection</p>
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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>TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</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>TECO-WESTINGHOUSE MOTOR COMPANY</u></p> <p><u>5100 N INTERSTATE HWY 35</u> <u>ROUND ROCK, TX 78681</u></p>	<p>1c Effective date of plan <u>01/01/1988</u></p> <p>2b Employer Identification Number (EIN) <u>74-2482708</u></p> <p>2c Plan Sponsor's telephone number <u>512-218-7231</u></p> <p>2d Business code (see instructions) <u>335900</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.	10/14/2025	KRISTINA DRAGER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	369
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	263
	6a(2)	253
	6b	7
	6c	108
	6d	368
	6e	2
	6f	370
	6g(1)	342
6g(2)	357	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2S 2T 3D 2R 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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

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

A Name of plan TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TECO-WESTINGHOUSE MOTOR COMPANY	D Employer Identification Number (EIN) 74-2482708	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	46356	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 checked="" type="checkbox"/>

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

SAGEVIEW ADVISORY GROUP LLC

33-0818667

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR\ INVESTMENT ADV	38014	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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.
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN</u>	B Three-digit plan number (PN) <u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TECO-WESTINGHOUSE MOTOR COMPANY</u>	D Employer Identification Number (EIN) <u>74-2482708</u>

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2025</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-014</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>4696359</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2050</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-019</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>1973499</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2010</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-011</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>135476</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2020</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-013</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>4099658</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2045</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-018</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>2104748</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2055</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-021</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>337127</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>SCHWAB IDX RET 2015</u>		
b Name of sponsor of entity listed in (a): <u>SCHWAB ASSET MANAGEMENT</u>		
c EIN-PN <u>81-0625169-012</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>1086526</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2030		
b Name of sponsor of entity listed in (a): SCHWAB ASSET MANAGEMENT		
c EIN-PN 81-0625169-015	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5501290
a Name of MTIA, CCT, PSA, or 103-12 IE: MFS MID CAP GROWTH 2		
b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY		
c EIN-PN 57-1187281-022	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 265306
a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2035		
b Name of sponsor of entity listed in (a): SCHWAB ASSET MANAGEMENT		
c EIN-PN 81-0625169-016	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5595696
a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2065		
b Name of sponsor of entity listed in (a): SCHWAB ASSET MANAGEMENT		
c EIN-PN 81-0625169-024	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 171208
a Name of MTIA, CCT, PSA, or 103-12 IE: MFS GROWTH EQUITY 2		
b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY		
c EIN-PN 57-1187281-015	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1395688
a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2040		
b Name of sponsor of entity listed in (a): SCHWAB ASSET MANAGEMENT		
c EIN-PN 81-0625169-017	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3192716
a Name of MTIA, CCT, PSA, or 103-12 IE: GALLIARD STBLE RTN C		
b Name of sponsor of entity listed in (a): WELLS FARGO BANK, N.A.		
c EIN-PN 52-2250946-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5728345
a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2060		
b Name of sponsor of entity listed in (a): SCHWAB ASSET MANAGEMENT		
c EIN-PN 81-0625169-023	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 182944
a Name of MTIA, CCT, PSA, or 103-12 IE: AB US SM CAP GRTH S		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4116832-533	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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 TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TECO-WESTINGHOUSE MOTOR COMPANY	D Employer Identification Number (EIN) 74-2482708

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	34978	542199
(2) U.S. Government securities	1c(2)	0	10904
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	496238	835506
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	901591	1034960
(9) Value of interest in common/collective trusts	1c(9)	7385291	36466586
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	37396348	9242158
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	46214446	48132313
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	95	95
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	95	95
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	46214351	48132218

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)	770322	
(B) Participants.....	2a(1)(B)	1778762	
(C) Others (including rollovers).....	2a(1)(C)	26960	
(2) Noncash contributions.....	2a(2)	0	2576044
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	5148	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	63898	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		69046
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	2995	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	281383	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		284378
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	638638	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	567799	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		70839
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	214066	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		214066

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	2574547
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	2246590
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total	2d	8035510

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6033102
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	6033102
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	171
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	46356
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	38014
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	84370
j Total expenses. Add all expense amounts in column (b) and enter total	2j	6117643

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	1917867
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BAUER & COMPANY**

(2) EIN: **47-1743368**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	78066
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	<input type="checkbox"/>	<input type="checkbox"/>	

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TECO-WESTINGHOUSE MOTOR COMPANY</u>	D Employer Identification Number (EIN) <u>74-2482708</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): 04-6568107

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.



**TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Financial Statements and Supplemental Schedules
(With Independent Auditors' Report)
December 31, 2024 and 2023**

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Index to Financial Statements and Supplemental Schedules
 December 31, 2024 and 2023

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DRAFT

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value	\$ 47,097,258	\$ 45,312,855
Receivables:		
Employer contributions receivable	10,787	-
Notes receivable from participants	1,034,960	901,591
Total receivables	<u>1,045,747</u>	<u>901,591</u>
Total assets	<u>48,143,005</u>	<u>46,214,446</u>
Liabilities		
Excess contributions payable	7,047	-
Other liabilities	-	95
Total liabilities	<u>7,047</u>	<u>95</u>
Net assets available for benefits	<u>\$ 48,135,958</u>	<u>\$ 46,214,351</u>

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2024

Additions to net assets attributable to:

Investment income

Net appreciation in fair value of investments	\$ 5,115,646
Interest and dividends	279,921
Total investment income	<u>5,395,567</u>

Interest income on notes receivable from participants	<u>63,898</u>
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Contributions

Employer	781,109
Participants	1,778,762
Rollovers	26,960
Total contributions	<u>2,586,831</u>

Total additions	<u>8,046,296</u>
-----------------	------------------

Deductions from net assets attributable to:

Benefits paid to participants	6,033,102
Deemed distributions	170
Corrective distributions	7,047
Administrative expenses	84,370
	<u>6,124,689</u>

Net increase	<u>1,921,607</u>
--------------	------------------

Net assets available for benefits:

Beginning of the year	46,214,351
End of year	<u>\$ 48,135,958</u>

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

TECO-Westinghouse, Inc. (the “Plan Sponsor”) adopted the Plan effective January 1, 1988. The Plan was amended and restated effective May 20, 2022 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the “Plan Administrator”). The Plan assets are held by Fidelity Management Trust Company (the “Trustee”).

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant’s elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit of \$23,000 for 2024, as permitted by the Internal Revenue Code of 1986, as amended (“IRC”). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant’s compensation contributed and 50% of the next 2% of the eligible participant’s compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor’s Board of Directors. No discretionary contributions were approved or made for 2024.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)**Participant Accounts**

Individual accounts are maintained for each plan participant. Each participant's account is credited with the participant's contribution and allocations of (a) the Plan Sponsor's contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings 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.

Rollovers and Transfers

Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting

Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor's discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of 50% of their vested account balance or \$50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant's account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits

Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants' spouse or beneficiary), (3) disability of the participant, or (4) the participant's retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than \$5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than \$5,000, but in excess of \$1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts

The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2024 and 2023, the available forfeited non-vested accounts totaled \$9,545 and \$3,034, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2024, \$786 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies**Basis of Accounting**

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

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 2 – Summary of Significant Accounting Policies (continued)**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 Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

Payment of Benefits

Benefits are recorded when paid.

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 an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor 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 of fair value of investments.

Risks and Uncertainties

Financial instruments which potentially subject the Plan to concentrations of credit risk consist primarily of investment securities in which the Plan invests. 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.

Recent Accounting Standards

The SECURE 2.0 Act of 2022, enacted on December 29, 2022, includes a wide range of provisions affecting retirement plans, with effective dates spanning from 2023 through 2026. Plan management has implemented operational changes necessary to comply with applicable provisions effective for the years ended December 31, 2024 and 2023. The Plan has until December 31, 2025 to adopt formal amendments. Plan management continues to evaluate the impact of SECURE 2.0 on future periods. The Plan has not been formally amended to adopt these provisions as of the date the financial statements were available to be issued.

Subsequent Events

The Plan has evaluated subsequent through **October XX, 2025**, the date the financial statements were available to be issued.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor (“DOL”) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2024.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2024.

The Plan’s independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service (“IRS”) to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

The three levels of the fair value hierarchy are described as follows:

- Level one — 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 two — 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; and 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 three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value of units of the collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023.

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 9,194,066	\$ -	\$ -	\$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	\$ 10,630,672	\$ -	\$ -	10,630,672
Investment measured at NAV				36,466,586
				\$ 47,097,258

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 37,318,354	\$ -	\$ -	\$ 37,318,354
Money market	16,775	-	-	16,775
Self-directed brokerage fund	592,436	-	-	592,436
Total assets in the fair value hierarchy	\$ 37,927,565	\$ -	\$ -	37,927,565
Investment measured at NAV				7,385,290
				\$ 45,312,855

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

Investments measured at net asset value	Fair Value at December 31, 2024	Fair Value at December 31, 2023	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	\$ 36,466,586	\$ 7,385,290	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan's operations.

Note 7 – Prohibited Transactions

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$14,403 in loan repayments and \$25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of \$10,557. The Plan Sponsor corrected \$213 of the missed contributions along with earnings and interest in 2024 and the remaining in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of \$10,344 as of December 31, 2024.

During 2024, the Plan Sponsor identified multiple participants who did not have their deferral election changes updated in payroll timely. As result, several participants had excess contributions of \$7,267, while others missed contributions totaling \$948. The Plan Sponsor corrected all of the excess contributions and \$505 of the missed contributions during 2024 using a self-correction method outside of the DOL's VFCP. The remaining \$443 of missed contributions was corrected in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of \$443 as of December 31, 2024.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of \$3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of \$3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 48,135,958	\$ 46,214,351
Corrective employer contributions receivable	(10,787)	-
Excess employer contributions payable	7,047	-
Net assets available for benefits per Schedule H on Form 5500	<u>\$ 48,132,218</u>	<u>\$ 46,214,351</u>

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

Net increase per financial statements	\$ 1,921,607
Corrective employer contributions in 2024	(10,787)
Corrective distributions in 2024	7,047
Net income per Form 5500	<u>\$ 1,917,867</u>

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Employer Identification Number (EIN) 74-2482708
 Plan Number (PN) - 001
 Schedule of Assets Held for Investment Purposes at End of Year
 Schedule H, Line 4i
 December 31, 2024
 (Unaudited)

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lesser of Similar Party	Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	Cost	Current Value	
Money market				
* Fidelity	Fidelity Government Money Market K6	**	<u>\$ 20,182</u>	
Common collective trust funds				
Galliard	Galliard Stable Return C	**	5,728,345	
MFS	MFS Growth Equity 2	**	1,395,688	
MFS	MFS Mid Cap Growth 2	**	265,307	
Schwab	Schwab Indexed Retirement Trust Fund 2010	**	135,475	
Schwab	Schwab Indexed Retirement Trust Fund 2015	**	1,086,526	
Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,099,658	
Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,696,359	
Schwab	Schwab Indexed Retirement Trust Fund 2030	**	5,501,290	
Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,595,696	
Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,192,716	
Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,104,748	
Schwab	Schwab Indexed Retirement Trust Fund 2050	**	1,973,499	
Schwab	Schwab Indexed Retirement Trust Fund 2055	**	337,127	
Schwab	Schwab Indexed Retirement Trust Fund 2060	**	182,944	
Schwab	Schwab Indexed Retirement Trust Fund 2065	**	171,208	
			<u>36,466,586</u>	
Self-directed brokerage fund				
* BrokerageLink	Bnk Brokeragelink	**	<u>1,416,424</u>	
Mutual funds				
Putnam	Putnam Small Cap Growth R6	**	7,319	
Clear Bridge	ClearBridge International Growth Fund Class IS	**	244,344	
Vanguard	Vanguard Institutional Index Fund	**	5,364,154	
Vanguard	Vanguard Total Bond Market Index Fund	**	438,060	
Vanguard	Vanguard Equity-Income Fund	**	606,447	
Vanguard	Vanguard Small-Cap Index Fund	**	504,966	
Vanguard	Vanguard Mid-Cap Index Fund	**	963,269	
Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	27,245	
Vanguard	Vanguard Total International Stock Index Fund	**	375,910	
MFS	MFS Mid Cap Value Fund Class R6	**	217,401	
JP Morgan	JPMorgan Core Bond Fund R6	**	303,276	
MFS	MFS New Discovery Value Fund Class R6	**	141,675	
			<u>9,194,066</u>	
Notes receivable from participants				
* Interest rates ranging from 4.25% to 10.50%		-	<u>1,034,960</u>	
Total assets held for investment purposes			<u>\$ 48,132,218</u>	

* Party-in-interest
 ** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Employer Identification Number (EIN) 74-2482708

Plan Number (PN) - 001

Schedule of Delinquent Participant Contributions

Schedule H, Line 4a

December 31, 2024

(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2024	\$ 76,524	\$ -	\$ -	\$ 76,524	\$ -
2023	\$ 1,542	\$ -	\$ -	\$ 1,542	\$ -

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$25,935 in employer contributions, and \$14,403 in loan repayments were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

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**TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Financial Statements and Supplemental Schedules
(With Independent Auditors' Report)
December 31, 2024 and 2023**

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Index to Financial Statements and Supplemental Schedules
 December 31, 2024 and 2023

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TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value	\$ 47,097,258	\$ 45,312,855
Receivables:		
Employer contributions receivable	10,787	-
Notes receivable from participants	1,034,960	901,591
Total receivables	<u>1,045,747</u>	<u>901,591</u>
Total assets	<u>48,143,005</u>	<u>46,214,446</u>
Liabilities		
Excess contributions payable	7,047	-
Other liabilities	-	95
Total liabilities	<u>7,047</u>	<u>95</u>
Net assets available for benefits	<u>\$ 48,135,958</u>	<u>\$ 46,214,351</u>

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2024

Additions to net assets attributable to:

Investment income

Net appreciation in fair value of investments	\$ 5,115,646
Interest and dividends	<u>279,921</u>
Total investment income	<u>5,395,567</u>

Interest income on notes receivable from participants	<u>63,898</u>
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Contributions

Employer	781,109
Participants	1,778,762
Rollovers	<u>26,960</u>
Total contributions	<u>2,586,831</u>

Total additions	<u>8,046,296</u>
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Deductions from net assets attributable to:

Benefits paid to participants	6,033,102
Deemed distributions	170
Corrective distributions	7,047
Administrative expenses	<u>84,370</u>
	<u>6,124,689</u>

Net increase	<u>1,921,607</u>
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Net assets available for benefits:

Beginning of the year	<u>46,214,351</u>
End of year	<u>\$ 48,135,958</u>

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

TECO-Westinghouse, Inc. (the “Plan Sponsor”) adopted the Plan effective January 1, 1988. The Plan was amended and restated effective May 20, 2022 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the “Plan Administrator”). The Plan assets are held by Fidelity Management Trust Company (the “Trustee”).

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant’s elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit of \$23,000 for 2024, as permitted by the Internal Revenue Code of 1986, as amended (“IRC”). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant’s compensation contributed and 50% of the next 2% of the eligible participant’s compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor’s Board of Directors. No discretionary contributions were approved or made for 2024.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)

Participant Accounts

Individual accounts are maintained for each plan participant. Each participant’s account is credited with the participant’s contribution and allocations of (a) the Plan Sponsor’s contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings 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.

Rollovers and Transfers

Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting

Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor’s discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of 50% of their vested account balance or \$50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant’s account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits

Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants’ spouse or beneficiary), (3) disability of the participant, or (4) the participant’s retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than \$5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than \$5,000, but in excess of \$1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts

The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2024 and 2023, the available forfeited non-vested accounts totaled \$9,545 and \$3,034, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2024, \$786 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies**Basis of Accounting**

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

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 2 – Summary of Significant Accounting Policies (continued)**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 Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

Payment of Benefits

Benefits are recorded when paid.

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 an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor 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 of fair value of investments.

Risks and Uncertainties

Financial instruments which potentially subject the Plan to concentrations of credit risk consist primarily of investment securities in which the Plan invests. 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.

Recent Accounting Standards

The SECURE 2.0 Act of 2022, enacted on December 29, 2022, includes a wide range of provisions affecting retirement plans, with effective dates spanning from 2023 through 2026. Plan management has implemented operational changes necessary to comply with applicable provisions effective for the years ended December 31, 2024 and 2023. The Plan has until December 31, 2025 to adopt formal amendments. Plan management continues to evaluate the impact of SECURE 2.0 on future periods. The Plan has not been formally amended to adopt these provisions as of the date the financial statements were available to be issued.

Subsequent Events

The Plan has evaluated subsequent through **October XX, 2025**, the date the financial statements were available to be issued.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor (“DOL”) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2024.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2024.

The Plan’s independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service (“IRS”) to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

The three levels of the fair value hierarchy are described as follows:

- Level one — 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 two — 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; and 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 three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value of units of the collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023.

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 9,194,066	\$ -	\$ -	\$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	\$ 10,630,672	\$ -	\$ -	10,630,672
Investment measured at NAV				36,466,586
				\$ 47,097,258

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 37,318,354	\$ -	\$ -	\$ 37,318,354
Money market	16,775	-	-	16,775
Self-directed brokerage fund	592,436	-	-	592,436
Total assets in the fair value hierarchy	\$ 37,927,565	\$ -	\$ -	37,927,565
Investment measured at NAV				7,385,290
				\$ 45,312,855

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

Investments measured at net asset value	Fair Value at December 31, 2024	Fair Value at December 31, 2023	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	\$ 36,466,586	\$ 7,385,290	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan’s operations.

Note 7 – Prohibited Transactions

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$14,403 in loan repayments and \$25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL’s Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL’s VFCP as of the date the report was available for issuance.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of \$10,557. The Plan Sponsor corrected \$213 of the missed contributions along with earnings and interest in 2024 and the remaining in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of \$10,344 as of December 31, 2024.

During 2024, the Plan Sponsor identified multiple participants who did not have their deferral election changes updated in payroll timely. As result, several participants had excess contributions of \$7,267, while others missed contributions totaling \$948. The Plan Sponsor corrected all of the excess contributions and \$505 of the missed contributions during 2024 using a self-correction method outside of the DOL's VFCP. The remaining \$443 of missed contributions was corrected in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of \$443 as of December 31, 2024.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of \$3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of \$3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 48,135,958	\$ 46,214,351
Corrective employer contributions receivable	(10,787)	-
Excess employer contributions payable	7,047	-
Net assets available for benefits per Schedule H on Form 5500	<u>\$ 48,132,218</u>	<u>\$ 46,214,351</u>

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

Net increase per financial statements	\$ 1,921,607
Corrective employer contributions in 2024	(10,787)
Corrective distributions in 2024	7,047
Net income per Form 5500	<u>\$ 1,917,867</u>

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Employer Identification Number (EIN) 74-2482708
 Plan Number (PN) - 001
 Schedule of Assets Held for Investment Purposes at End of Year
 Schedule H, Line 4i
 December 31, 2024
 (Unaudited)

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lesser of Similar Party	Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	Cost	Current Value	
Money market				
* Fidelity	Fidelity Government Money Market K6	**	<u>\$ 20,182</u>	
Common collective trust funds				
Galliard	Galliard Stable Return C	**	5,728,345	
MFS	MFS Growth Equity 2	**	1,395,688	
MFS	MFS Mid Cap Growth 2	**	265,307	
Schwab	Schwab Indexed Retirement Trust Fund 2010	**	135,475	
Schwab	Schwab Indexed Retirement Trust Fund 2015	**	1,086,526	
Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,099,658	
Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,696,359	
Schwab	Schwab Indexed Retirement Trust Fund 2030	**	5,501,290	
Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,595,696	
Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,192,716	
Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,104,748	
Schwab	Schwab Indexed Retirement Trust Fund 2050	**	1,973,499	
Schwab	Schwab Indexed Retirement Trust Fund 2055	**	337,127	
Schwab	Schwab Indexed Retirement Trust Fund 2060	**	182,944	
Schwab	Schwab Indexed Retirement Trust Fund 2065	**	171,208	
			<u>36,466,586</u>	
Self-directed brokerage fund				
* BrokerageLink	Bnk Brokeragelink	**	<u>1,416,424</u>	
Mutual funds				
Putnam	Putnam Small Cap Growth R6	**	7,319	
Clear Bridge	ClearBridge International Growth Fund Class IS	**	244,344	
Vanguard	Vanguard Institutional Index Fund	**	5,364,154	
Vanguard	Vanguard Total Bond Market Index Fund	**	438,060	
Vanguard	Vanguard Equity-Income Fund	**	606,447	
Vanguard	Vanguard Small-Cap Index Fund	**	504,966	
Vanguard	Vanguard Mid-Cap Index Fund	**	963,269	
Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	27,245	
Vanguard	Vanguard Total International Stock Index Fund	**	375,910	
MFS	MFS Mid Cap Value Fund Class R6	**	217,401	
JP Morgan	JPMorgan Core Bond Fund R6	**	303,276	
MFS	MFS New Discovery Value Fund Class R6	**	141,675	
			<u>9,194,066</u>	
Notes receivable from participants				
* Interest rates ranging from 4.25% to 10.50%		-	<u>1,034,960</u>	
Total assets held for investment purposes			<u>\$ 48,132,218</u>	

* Party-in-interest
 ** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Employer Identification Number (EIN) 74-2482708

Plan Number (PN) - 001

Schedule of Delinquent Participant Contributions

Schedule H, Line 4a

December 31, 2024

(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2024	\$ 76,524	\$ -	\$ -	\$ 76,524	\$ -
2023	\$ 1,542	\$ -	\$ -	\$ 1,542	\$ -

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$25,935 in employer contributions, and \$14,403 in loan repayments were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

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**TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Financial Statements and Supplemental Schedules
(With Independent Auditors' Report)
December 31, 2024 and 2023**

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Index to Financial Statements and Supplemental Schedules
 December 31, 2024 and 2023

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TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
 Statements of Net Assets Available for Benefits
 December 31, 2024 and 2023

	2024	2023
Assets		
Investments, at fair value	\$ 47,097,258	\$ 45,312,855
Receivables:		
Employer contributions receivable	10,787	-
Notes receivable from participants	1,034,960	901,591
Total receivables	1,045,747	901,591
Total assets	48,143,005	46,214,446
Liabilities		
Excess contributions payable	7,047	-
Other liabilities	-	95
Total liabilities	7,047	95
Net assets available for benefits	\$ 48,135,958	\$ 46,214,351

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2024

Additions to net assets attributable to:

Investment income

Net appreciation in fair value of investments	\$ 5,115,646
Interest and dividends	<u>279,921</u>
Total investment income	<u>5,395,567</u>

Interest income on notes receivable from participants	<u>63,898</u>
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Contributions

Employer	781,109
Participants	1,778,762
Rollovers	<u>26,960</u>
Total contributions	<u>2,586,831</u>

Total additions	<u>8,046,296</u>
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Deductions from net assets attributable to:

Benefits paid to participants	6,033,102
Deemed distributions	170
Corrective distributions	7,047
Administrative expenses	<u>84,370</u>
	<u>6,124,689</u>

Net increase	<u>1,921,607</u>
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Net assets available for benefits:

Beginning of the year	<u>46,214,351</u>
End of year	<u>\$ 48,135,958</u>

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

TECO-Westinghouse, Inc. (the “Plan Sponsor”) adopted the Plan effective January 1, 1988. The Plan was amended and restated effective May 20, 2022 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”).

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the “Plan Administrator”). The Plan assets are held by Fidelity Management Trust Company (the “Trustee”).

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant’s elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit of \$23,000 for 2024, as permitted by the Internal Revenue Code of 1986, as amended (“IRC”). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant’s compensation contributed and 50% of the next 2% of the eligible participant’s compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor’s Board of Directors. No discretionary contributions were approved or made for 2024.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)**Participant Accounts**

Individual accounts are maintained for each plan participant. Each participant's account is credited with the participant's contribution and allocations of (a) the Plan Sponsor's contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings 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.

Rollovers and Transfers

Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting

Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor's discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of 50% of their vested account balance or \$50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant's account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits

Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants' spouse or beneficiary), (3) disability of the participant, or (4) the participant's retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than \$5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than \$5,000, but in excess of \$1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts

The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2024 and 2023, the available forfeited non-vested accounts totaled \$9,545 and \$3,034, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2024, \$786 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies**Basis of Accounting**

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

Use of Estimates

The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 2 – Summary of Significant Accounting Policies (continued)**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 Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

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Benefits are recorded when paid.

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Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

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Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor 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 of fair value of investments.

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Recent Accounting Standards

The SECURE 2.0 Act of 2022, enacted on December 29, 2022, includes a wide range of provisions affecting retirement plans, with effective dates spanning from 2023 through 2026. Plan management has implemented operational changes necessary to comply with applicable provisions effective for the years ended December 31, 2024 and 2023. The Plan has until December 31, 2025 to adopt formal amendments. Plan management continues to evaluate the impact of SECURE 2.0 on future periods. The Plan has not been formally amended to adopt these provisions as of the date the financial statements were available to be issued.

Subsequent Events

The Plan has evaluated subsequent through **October XX, 2025**, the date the financial statements were available to be issued.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor (“DOL”) Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2024 and 2023.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2024.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2024.

The Plan’s independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service (“IRS”) to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

The three levels of the fair value hierarchy are described as follows:

- Level one — 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 two — 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; and 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 three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value of units of the collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023.

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 9,194,066	\$ -	\$ -	\$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	\$ 10,630,672	\$ -	\$ -	10,630,672
Investment measured at NAV				36,466,586
				\$ 47,097,258

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 5 – Fair Value Measurements (continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 37,318,354	\$ -	\$ -	\$ 37,318,354
Money market	16,775	-	-	16,775
Self-directed brokerage fund	592,436	-	-	592,436
Total assets in the fair value hierarchy	\$ 37,927,565	\$ -	\$ -	37,927,565
Investment measured at NAV				7,385,290
				\$ 45,312,855

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

Investments measured at net asset value	Fair Value at December 31, 2024	Fair Value at December 31, 2023	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	\$ 36,466,586	\$ 7,385,290	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan's operations.

Note 7 – Prohibited Transactions

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$14,403 in loan repayments and \$25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Notes to Financial Statements

December 31, 2024 and 2023

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of \$10,557. The Plan Sponsor corrected \$213 of the missed contributions along with earnings and interest in 2024 and the remaining in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of \$10,344 as of December 31, 2024.

During 2024, the Plan Sponsor identified multiple participants who did not have their deferral election changes updated in payroll timely. As result, several participants had excess contributions of \$7,267, while others missed contributions totaling \$948. The Plan Sponsor corrected all of the excess contributions and \$505 of the missed contributions during 2024 using a self-correction method outside of the DOL's VFCP. The remaining \$443 of missed contributions was corrected in 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of \$443 as of December 31, 2024.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of \$3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of \$3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2024 and 2023:

	2024	2023
Net assets available for benefits per the financial statements	\$ 48,135,958	\$ 46,214,351
Corrective employer contributions receivable	(10,787)	-
Excess employer contributions payable	7,047	-
Net assets available for benefits per Schedule H on Form 5500	<u>\$ 48,132,218</u>	<u>\$ 46,214,351</u>

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

Net increase per financial statements	\$ 1,921,607
Corrective employer contributions in 2024	(10,787)
Corrective distributions in 2024	7,047
Net income per Form 5500	<u>\$ 1,917,867</u>

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Assets Held for Investment Purposes at End of Year
Schedule H, Line 4i
December 31, 2024
(Unaudited)

(a)	(b)	(c)	(d)	(e)
Identity of Issuer, Borrower, Lesser of Similar Party	Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	Cost	Current Value	
Money market				
* Fidelity	Fidelity Government Money Market K6	**	<u>\$ 20,182</u>	
Common collective trust funds				
Galliard	Galliard Stable Return C	**	5,728,345	
MFS	MFS Growth Equity 2	**	1,395,688	
MFS	MFS Mid Cap Growth 2	**	265,307	
Schwab	Schwab Indexed Retirement Trust Fund 2010	**	135,475	
Schwab	Schwab Indexed Retirement Trust Fund 2015	**	1,086,526	
Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,099,658	
Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,696,359	
Schwab	Schwab Indexed Retirement Trust Fund 2030	**	5,501,290	
Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,595,696	
Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,192,716	
Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,104,748	
Schwab	Schwab Indexed Retirement Trust Fund 2050	**	1,973,499	
Schwab	Schwab Indexed Retirement Trust Fund 2055	**	337,127	
Schwab	Schwab Indexed Retirement Trust Fund 2060	**	182,944	
Schwab	Schwab Indexed Retirement Trust Fund 2065	**	171,208	
			<u>36,466,586</u>	
Self-directed brokerage fund				
* BrokerageLink	Bnk Brokeragelink	**	<u>1,416,424</u>	
Mutual funds				
Putnam	Putnam Small Cap Growth R6	**	7,319	
Clear Bridge	ClearBridge International Growth Fund Class IS	**	244,344	
Vanguard	Vanguard Institutional Index Fund	**	5,364,154	
Vanguard	Vanguard Total Bond Market Index Fund	**	438,060	
Vanguard	Vanguard Equity-Income Fund	**	606,447	
Vanguard	Vanguard Small-Cap Index Fund	**	504,966	
Vanguard	Vanguard Mid-Cap Index Fund	**	963,269	
Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	27,245	
Vanguard	Vanguard Total International Stock Index Fund	**	375,910	
MFS	MFS Mid Cap Value Fund Class R6	**	217,401	
JP Morgan	JPMorgan Core Bond Fund R6	**	303,276	
MFS	MFS New Discovery Value Fund Class R6	**	141,675	
			<u>9,194,066</u>	
Notes receivable from participants				
* Interest rates ranging from 4.25% to 10.50%		-	<u>1,034,960</u>	
Total assets held for investment purposes			<u><u>\$ 48,132,218</u></u>	

* Party-in-interest
** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Employer Identification Number (EIN) 74-2482708

Plan Number (PN) - 001

Schedule of Delinquent Participant Contributions

Schedule H, Line 4a

December 31, 2024

(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2024	\$ 76,524	\$ -	\$ -	\$ 76,524	\$ -
2023	\$ 1,542	\$ -	\$ -	\$ 1,542	\$ -

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where \$62,121 in participant contributions, \$25,935 in employer contributions, and \$14,403 in loan repayments were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where \$1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

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