

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.) [x] a single-employer plan [ ] a DFE (specify)
B This return/report is: [ ] the first return/report [ ] the final return/report [x] 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: [x] Form 5558 [ ] automatic extension [ ] the DFVC program [ ] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

1a Name of plan SHUR-CO, LLC 401(K) PLAN
1b Three-digit plan number (PN) 001
1c Effective date of plan 05/19/1993
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) SHUR-CO, LLC
P.O. BOX 713 YANKTON, SD 57078 2309 SHUR-LOK STREET YANKTON, SD 57078
2b Employer Identification Number (EIN) 27-4029187
2c Plan Sponsor's telephone number 605-665-6000
2d Business code (see instructions) 339900

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

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

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

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

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	471
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	373
	<b>6a(2)</b>	400
	<b>6b</b>	0
	<b>6c</b>	135
	<b>6d</b>	535
	<b>6e</b>	2
	<b>6f</b>	537
	<b>6g(1)</b>	420
<b>6g(2)</b>	486	
<b>6h</b>	77	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> 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)

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

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**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.

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

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

Receipt Confirmation Code \_\_\_\_\_

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

<b>A</b> Name of plan <b>SHUR-CO, LLC 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SHUR-CO, LLC</b>	<b>D</b> Employer Identification Number (EIN) <b>27-4029187</b>	

**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 WORKPLACE SERVICES, LLC**

**04-3532603**

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

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

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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)

VISIONPOINT ADVISORY GROUP

46-3329350

(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	36041	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

FIDELITY WORKPLACE SERVICES, LLC

04-3532603

(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?
14 24 28 37 60 64 65	PLAN ADMINISTRATOR	17757	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

**Part I Service Provider Information (continued)**

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY WORKPLACE SERVICES, LLC	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BRIDGEWAY SMCP VAL N - BNY MELLON 500 ROSS STREET PITTSBURGH, PA 53442	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY WORKPLACE SERVICES, LLC	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
HEARTLAND MDCPVAL IS - ALPS FUND S  20-3247785	0.25%	
(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.

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

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

<b>A</b> Name of plan <u>SHUR-CO, LLC 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SHUR-CO, LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>27-4029187</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM STABLE VALUE</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM FIDUCIARY TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>04-3159710-202</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1362956</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  ▶ <b>File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>SHUR-CO, LLC 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SHUR-CO, LLC</b>	<b>D</b> Employer Identification Number (EIN) <b>27-4029187</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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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
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	0	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	0	0
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	3380	7699
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	0
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	0
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	0
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	0	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	80163	118795
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	743586	1362956
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	19064015	20228115
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	0	0

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	19891144	21717565
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	0	0
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	0	0
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	19891144	21717565

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	490228	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	1539743	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	1060590	
(2) Noncash contributions.....	<b>2a(2)</b>	0	3090561
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	276	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	0	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	0	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	8700	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	0	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		8976
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>	0	
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	0	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	637206	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		637206
<b>(3)</b> Rents.....	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	0	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	0	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>	0	
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	0	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)	46695
(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)	1564027
<b>c</b> Other income .....	2c	0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d	5347465

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	3458200
(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)	3458200
<b>f</b> Corrective distributions (see instructions) .....	2f	0
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g	9046
<b>h</b> Interest expense .....	2h	0
<b>i</b> Administrative expenses:		
(1) Salaries and allowances .....	2i(1)	0
(2) Contract administrator fees .....	2i(2)	10739
(3) Recordkeeping fees .....	2i(3)	7018
(4) IQPA audit fees .....	2i(4)	0
(5) Investment advisory and investment management fees .....	2i(5)	36041
(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)	53798
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j	3521044

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d .....	2k	1826421
<b>l</b> 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: RSM US LLP

(2) EIN: 42-0714325

**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
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	X		220567
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> 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.		X	

**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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>SHUR-CO, LLC 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>SHUR-CO, LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>27-4029187</u>	

<b>Part I</b>	<b>Distributions</b>
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**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	
---	--

<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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.

# **Shur-Co, LLC 401(k) Plan**

Financial Report  
December 31, 2024

## Contents

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Independent auditor's report	1-3
<hr/>	
Financial statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6-12
Supplementary information	
Schedule H, line 4a—schedule of delinquent participant contributions	13
Schedule H, line 4i—schedule of assets (held at end of year)	14

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## Independent Auditor's Report

RSM US LLP

Board of Directors, Plan Administrator and Plan Participants  
Shur-Co, LLC 401(k) Plan

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

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

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

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

### Opinion

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

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

### Basis for Opinion

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

**Emphasis of Matter—Plan Merger**

The AB Airbags, Inc. Retirement Plan was merged into the Plan effective April 1, 2025. As discussed in Note 2 to the financial statements, an amendment to the Plan document was adopted by the Plan to merge AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. All assets of the AB Airbags, Inc. Retirement Plan were physically transferred on April 8, 2025; however, the Plan assumed legal control and responsibility of the transferred plan assets on April 1, 2025, the effective date of the merger. Our opinion has not been modified with respect to this matter.

**Responsibilities of Management for the Financial Statements**

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

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

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

**Auditor's Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with GAAS, we:

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

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### **Other Matters—Supplemental Schedules Required by ERISA**

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*RSM US LLP*

Sioux Falls, South Dakota  
October 15, 2025

**Shur-Co, LLC 401(k) Plan**

**Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

	<b>2024</b>	2023
Investments at fair value:		
Mutual funds	<b>\$ 20,228,115</b>	\$ 19,064,015
Collective trust fund	<b>1,362,956</b>	743,586
Money market fund	<b>7,699</b>	3,380
<b>Total investments</b>	<b>21,598,770</b>	19,810,981
Receivables:		
Notes receivable from participants	<b>136,697</b>	89,338
<b>Net assets available for benefits</b>	<b>\$ 21,735,467</b>	\$ 19,900,319

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2024

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Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 1,610,722
Interest and dividends	637,482
<b>Total investment results</b>	<u>2,248,204</u>
Interest income on notes receivable from participants	<u>9,316</u>
Contributions:	
Employer	490,228
Participant	1,539,743
Rollovers	1,060,590
<b>Total contributions</b>	<u>3,090,561</u>
<b>Total additions</b>	<u>5,348,081</u>
Deductions from net assets attributed to:	
Benefits paid to participants	(3,459,135)
Administrative expenses	(53,798)
<b>Total deductions</b>	<u>(3,512,933)</u>
<b>Net increase</b>	1,835,148
Net assets available for benefits at:	
Beginning of year	<u>19,900,319</u>
End of year	<u>\$ 21,735,467</u>

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan

The following description of Shur-Co, LLC 401(k) Plan (the Plan) is not a complete description of the Plan and provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

**General:** The Plan is a defined contribution plan covering qualified employees of Shur-Co, LLC (the Company). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

**Eligibility:** Employees are eligible to contribute and receive employer contributions if they have completed two months of service and are 18 years of age or older as long as they are not covered by a collective bargaining agreement, are not a nonresident alien, are not a leased employee, and are not considered an intern. Employees may enter the Plan on the first day of the following month that they satisfy the Plan's eligibility requirements.

**Plan amendment:** A Plan amendment was executed to add US Tarps, Inc. as a participating employer to the Plan. This amendment was effective on October 31, 2024.

**Contributions:** Upon becoming eligible to participate, participants are automatically enrolled in the Plan to have 3% deferred from their salary pretax and contributed to the Plan. Participants may elect to decline participation or elect higher or lower pretax contributions deferred from their salary. Each year, participants may contribute up to 90% of their pretax annual compensation, as defined in the Plan, up to the maximum amount permitted by law. The Plan allows participants to designate contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans. The Company contributes 50% of the first 6% of eligible compensation that a participant contributes to the Plan as a matching contribution. Additional amounts may be contributed at the discretion of the Company's Board of Directors. No such additional discretionary contributions were made for the year ended December 31, 2024. Contributions are subject to certain Internal Revenue Code (IRC) limitations.

**Participant accounts:** Each participant's account is credited with the participant's contributions, the Company's matching contributions, the Company's discretionary contributions, if any, and Plan investment results. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on a participant's earnings, account balances, or specific participant transactions, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Forfeitures:** Upon termination of employment, participants forfeit their nonvested balances. Forfeited balances of terminated participants' nonvested accounts are used to fund future employer contributions or pay Plan expenses. Unallocated forfeiture balances as of December 31, 2024 and 2023, were \$4,929 and \$3,789, respectively. Forfeitures totaling \$45,498 and \$0 were used to fund the employer contributions and pay Plan administrative expenses, respectively, during the year ended December 31, 2024.

**Investment options:** Participants are offered several investment options for them to choose from, as more fully described in the Plan's literature.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan (Continued)

**Vesting:** Participants are vested immediately in their contributions, plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts, plus actual earnings thereon, is based on years of credited service as set forth in the following table:

Years of service:	<u>Vested Percentage</u>
1	0%
2	25%
3	50%
4	75%
5	100%

Participants also become fully vested upon death, permanent disability or retirement.

**Notes receivable from participants:** Participants may borrow from their vested fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. The minimum amount of any loan is \$1,000. Participants are only allowed one loan outstanding at a time. Note transactions are treated as transfers between the investment fund and the note account. Note terms range up to five years, or longer if the note proceeds are used by the participant for the purchase of a principal residence. The notes are secured by the balance in the participant's account and bear a reasonable rate of interest based on prevailing rates. The rate of interest on existing loans at December 31, 2024, ranged from 4.25% to 9.50% on loans maturing through June 2032. Principal and interest are paid directly by participants.

**Payment of benefits:** Participants may elect to receive either a lump-sum amount equal to the value of their vested interest upon retirement, termination, death or permanent disability. Any terminated participant with a balance of less than \$1,000 may be automatically paid out by the Plan. Any terminated participant with a balance between \$1,000 and \$7,000 that has not elected to receive a distribution can be automatically paid out by the Plan if their balance is rolled into a qualified individual retirement account. Distributions may be made at the participant's election prior to termination upon attainment of age 59½ or hardship as defined in the Plan document.

**Plan termination:** Although it has not expressed any intent to do so, the Company has the right, under the Plan, to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of termination, all participant accounts would become fully vested.

#### Note 2. Significant Accounting Policies

**Basis of presentation:** The accompanying financial statements have been prepared on the accrual basis of accounting.

**Use of estimates:** The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 2. Significant Accounting Policies (Continued)

**Investment valuation and income recognition:** Investments are required to be reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

**Notes receivable from participants:** Participant loans are classified as notes receivable from participants, which are segregated from Plan investments and measured at their unpaid principal balance plus any accrued interest. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are treated as distributions based upon the terms of the Plan document. No allowance for credits losses has been recorded as of December 31, 2024 or 2023.

Notes receivable from participants have been classified as an investment asset for Form 5500 reporting purposes and accordingly, have been included as an investment in the supplemental schedule, Schedule H, line 4i—schedule of assets (held at end of year).

**Contributions:** Contributions from Plan participants and the matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

**Payments of benefits:** Benefits are recorded when paid.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

**Risks and uncertainties:** The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities have occurred since December 31, 2024, or will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the 2024 statement of net assets available for benefits.

**Subsequent events:** On March 10, 2025, the Plan was amended to approve the merger of AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. Net assets of \$812,505 were transferred to the Plan.

The Plan Administrator has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 3. Information Certified by the Plan Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the year ended December 31, 2024, included throughout the Plan's financial statements and ERISA-required supplemental schedules, obtained by management and agreed to or derived from information certified by Fidelity Management Trust Company, a qualified institution:

	2024	2023
Investments at fair value:		
Mutual funds	\$ 20,228,115	\$ 19,064,015
Collective trust fund	1,362,956	743,586
Money market fund	7,699	3,380
	<u>\$ 21,598,770</u>	<u>\$ 19,810,981</u>
Notes receivable from participants	<u>\$ 136,697</u>	<u>\$ 89,338</u>

Fidelity Management Trust Company also certified to the completeness and accuracy of \$1,610,722 of net appreciation in fair value of investments, \$637,482 of interest and dividends related to the aforementioned investments, and \$9,316 of interest income on the notes receivable from participants for the year ended December 31, 2024.

#### Note 4. Fair Value Measurements

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

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

**Level 2:** Inputs to the valuation methodology include:

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

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

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

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

#### Note 4. Fair Value Measurements (Continued)

The following are descriptions of the valuation methodologies used for assets measured at fair value.

**Mutual funds:** Shares of mutual funds are valued at the quoted market price of shares held by the Plan as of year-end.

**Money market fund:** The money market fund account is valued at the net asset value (NAV) with readily determinable fair value.

**Collective trust fund:** The fund is a stable value fund and is valued at the NAV of units held by the Plan on the day of valuation based upon the market value of the underlying investments. The NAV is used as a practical expedient to estimate the fair value.

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

The following tables sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 20,228,115	\$ -	\$ -	\$ 20,228,115
Money market fund	-	7,699	-	7,699
Total investments at fair value	<u>\$ 20,228,115</u>	<u>\$ 7,699</u>	<u>\$ -</u>	<u>20,235,814</u>
Investments measured at net asset value (a)				1,362,956
Total investments				<u>\$ 21,598,770</u>

  

	Investments at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 19,064,015	\$ -	\$ -	\$ 19,064,015
Money market fund	-	3,380	-	3,380
Total investments at fair value	<u>\$ 19,064,015</u>	<u>\$ 3,380</u>	<u>\$ -</u>	<u>19,067,395</u>
Investments measured at net asset value (a)				743,586
Total investments				<u>\$ 19,810,981</u>

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 4. Fair Value Measurements (Continued)

**Net asset value:** The Plan follows guidance on how entities should estimate fair value of certain alternative investments. The fair value of investments within the scope of this guidance is determined using NAV per share as a practical expedient, when fair value is not readily determinable, unless it is probable that the investment will be sold at something other than NAV. The following table includes categories of investments where NAV is available as a practical expedient.

	Fair Value as of December 31		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
Collective trust fund	\$ 1,362,956	\$ 743,586	None	Daily	Daily

#### Note 5. Tax Status

The Plan has adopted a nonstandardized preapproved plan that has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the plan was in compliance with the applicable requirements of the IRC. The Plan has been amended since adopting the plan document. However, the Plan Administrator believes the Plan is designed, and being operated, in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

#### Note 6. Related-Party and Party-in-Interest Transactions

Certain Plan investments are mutual funds and a money market fund managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee of the Plan. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions qualify as exempt party-in-interest transactions under ERISA.

#### Note 7. Prohibited Transactions

During 2024, the Plan sponsor inadvertently failed to deposit \$64,818 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor will deposit lost earnings to correct this failure in 2025 and has reported these as late contributions on Form 5500.

During 2023, the Plan sponsor inadvertently failed to deposit \$155,749 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor deposited lost earnings to correct this failure in 2024 and has reported these as late contributions on Form 5500.

No plan assets were used to correct these delinquent contributions.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 8. Reconciliation of the Financial Statements to the Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 21,735,467	\$ 19,900,319
Less deemed distributions of participant loans	(17,902)	(9,175)
Net assets available for benefits per the Form 5500	<u>\$ 21,717,565</u>	<u>\$ 19,891,144</u>

The following is a reconciliation of notes receivable from participants per the financial statements to Form 5500 as of December 31, 2024 and 2023:

	2024	2023
Notes receivable from participants per the financial statements	\$ 136,697	\$ 89,338
Less deemed distributions	(17,902)	(9,175)
Total notes receivable from participants per the Form 5500	<u>\$ 118,795</u>	<u>\$ 80,163</u>

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Benefits paid to participants per the financial statements	\$ (3,459,135)
Less loan offset distributions of participant loans—December 31, 2024	935
Add deemed distributions of participant loans—December 31, 2024	(9,046)
Benefits paid to participants per the Form 5500	<u>\$ (3,467,246)</u>

The following is a reconciliation of interest income on notes receivable from participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Interest income on notes receivable from participants per the financial statements	\$ 9,316
Less deemed interest of participant loans—December 31, 2024	(1,106)
Less deemed interest of participant loans—December 31, 2023	490
Interest income on notes receivable from participants per the Form 5500	<u>\$ 8,700</u>

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

Net increase per the financial statements	\$ 1,835,148
Add loan offset distributions of participant loans—December 31, 2024	935
Less deemed interest of participant loans—December 31, 2024	(1,106)
Add deemed interest of participant loans—December 31, 2023	490
Less deemed distributions of participant loans—December 31, 2024	(9,046)
Net income per the Form 5500	<u>\$ 1,826,421</u>

**Shur-Co, LLC 401(k) Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2024**

Employer Identification Number: 27-4029187

Plan Number: 001

	Participant Contributions Transferred Late to Plan [ ] Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
2023	\$ 155,749	\$ -	\$ 155,749	\$ -	\$ -
2024	64,818	64,818	-	-	-

## Shur-Co, LLC 401(k) Plan

### Schedule H, Line 4i—Schedule of Assets (Held at End of Year) Year Ended December 31, 2024

Employer Identification Number: 27-4029187

Plan Number: 001

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Current Value
Fidelity Freedom 2030 Fund*	Mutual fund	\$ 4,241,449
Fidelity Freedom 2035 Fund*	Mutual fund	3,998,217
Fidelity Freedom 2040 Fund*	Mutual fund	3,346,211
Fidelity Freedom 2045 Fund*	Mutual fund	2,196,599
Fidelity Freedom 2025 Fund*	Mutual fund	1,882,353
Vanguard Growth Index Fund	Mutual fund	547,468
Fidelity Freedom 2050 Fund*	Mutual fund	476,273
Fidelity 500 Index Fund*	Mutual fund	427,367
Fidelity Freedom 2060 Fund*	Mutual fund	330,249
Fidelity Freedom 2055 Fund*	Mutual fund	324,667
Fidelity Freedom 2065 Fund*	Mutual fund	311,952
Fidelity Freedom 2020 Fund*	Mutual fund	234,873
Fidelity Mid Cap Index Fund*	Mutual fund	228,651
PGIM High Yield Fund	Mutual fund	206,552
JPMorgan Equity Income Fund	Mutual fund	179,896
PIMCO Real Return Fund	Mutual fund	150,271
American Funds Growth Fund of America	Mutual fund	140,024
Fidelity Small Cap Index Fund*	Mutual fund	126,709
Fidelity Freedom 2015 Fund*	Mutual fund	121,754
Vanguard Windsor II Fund Investor Share	Mutual fund	114,857
Heartland Mid Cap Value Fund	Mutual fund	99,819
American Century Small Cap Growth Fund	Mutual fund	93,557
American Funds New Perspective Fund	Mutual fund	92,230
MFS International Growth Fund	Mutual fund	91,601
Undiscovered Managers Behavioral Value Fund	Mutual fund	83,568
JPMorgan Mid Cap Growth Fund	Mutual fund	55,682
The Hartford Strategic Income Fund	Mutual fund	51,850
Fidelity Investment Grade Bond Fund*	Mutual fund	40,339
T. Rowe Price U.S. Equity Research Fund	Mutual fund	28,983
Fidelity Freedom 2070 Fund*	Mutual fund	3,298
Victory Trivalent International Small Cap Fund	Mutual fund	682
Fidelity Freedom Income Fund*	Mutual fund	114
		<u>20,228,115</u>
Putnam Stable Value	Collective trust fund	1,362,956
Fidelity Government Money Market Fund*	Money market fund	7,699
Notes receivable from participants, due in various amounts through June 2032, with interest rates of 4.25% to 9.50%		<u>118,795</u>
		<u><u>\$ 21,717,565</u></u>

\*A party-in-interest to the Plan as defined by ERISA

The above information has been certified by Fidelity Management Trust Company, the trustee of the Plan, as complete and accurate. The trustee is a party-in-interest.

# **Shur-Co, LLC 401(k) Plan**

Financial Report  
December 31, 2024

## Contents

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Independent auditor's report	1-3
<hr/>	
Financial statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6-12
Supplementary information	
Schedule H, line 4a—schedule of delinquent participant contributions	13
Schedule H, line 4i—schedule of assets (held at end of year)	14

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## Independent Auditor's Report

RSM US LLP

Board of Directors, Plan Administrator and Plan Participants  
Shur-Co, LLC 401(k) Plan

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

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

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

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

### Opinion

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

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

### Basis for Opinion

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

**Emphasis of Matter—Plan Merger**

The AB Airbags, Inc. Retirement Plan was merged into the Plan effective April 1, 2025. As discussed in Note 2 to the financial statements, an amendment to the Plan document was adopted by the Plan to merge AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. All assets of the AB Airbags, Inc. Retirement Plan were physically transferred on April 8, 2025; however, the Plan assumed legal control and responsibility of the transferred plan assets on April 1, 2025, the effective date of the merger. Our opinion has not been modified with respect to this matter.

**Responsibilities of Management for the Financial Statements**

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

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

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

**Auditor's Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with GAAS, we:

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

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### **Other Matters—Supplemental Schedules Required by ERISA**

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*RSM US LLP*

Sioux Falls, South Dakota  
October 15, 2025

**Shur-Co, LLC 401(k) Plan**

**Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

	<b>2024</b>	2023
Investments at fair value:		
Mutual funds	<b>\$ 20,228,115</b>	\$ 19,064,015
Collective trust fund	<b>1,362,956</b>	743,586
Money market fund	<b>7,699</b>	3,380
<b>Total investments</b>	<b>21,598,770</b>	19,810,981
Receivables:		
Notes receivable from participants	<b>136,697</b>	89,338
<b>Net assets available for benefits</b>	<b>\$ 21,735,467</b>	\$ 19,900,319

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2024

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Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 1,610,722
Interest and dividends	637,482
<b>Total investment results</b>	<u>2,248,204</u>
Interest income on notes receivable from participants	<u>9,316</u>
Contributions:	
Employer	490,228
Participant	1,539,743
Rollovers	1,060,590
<b>Total contributions</b>	<u>3,090,561</u>
<b>Total additions</b>	<u>5,348,081</u>
Deductions from net assets attributed to:	
Benefits paid to participants	(3,459,135)
Administrative expenses	(53,798)
<b>Total deductions</b>	<u>(3,512,933)</u>
<b>Net increase</b>	1,835,148
Net assets available for benefits at:	
Beginning of year	<u>19,900,319</u>
End of year	<u>\$ 21,735,467</u>

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan

The following description of Shur-Co, LLC 401(k) Plan (the Plan) is not a complete description of the Plan and provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

**General:** The Plan is a defined contribution plan covering qualified employees of Shur-Co, LLC (the Company). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

**Eligibility:** Employees are eligible to contribute and receive employer contributions if they have completed two months of service and are 18 years of age or older as long as they are not covered by a collective bargaining agreement, are not a nonresident alien, are not a leased employee, and are not considered an intern. Employees may enter the Plan on the first day of the following month that they satisfy the Plan's eligibility requirements.

**Plan amendment:** A Plan amendment was executed to add US Tarps, Inc. as a participating employer to the Plan. This amendment was effective on October 31, 2024.

**Contributions:** Upon becoming eligible to participate, participants are automatically enrolled in the Plan to have 3% deferred from their salary pretax and contributed to the Plan. Participants may elect to decline participation or elect higher or lower pretax contributions deferred from their salary. Each year, participants may contribute up to 90% of their pretax annual compensation, as defined in the Plan, up to the maximum amount permitted by law. The Plan allows participants to designate contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans. The Company contributes 50% of the first 6% of eligible compensation that a participant contributes to the Plan as a matching contribution. Additional amounts may be contributed at the discretion of the Company's Board of Directors. No such additional discretionary contributions were made for the year ended December 31, 2024. Contributions are subject to certain Internal Revenue Code (IRC) limitations.

**Participant accounts:** Each participant's account is credited with the participant's contributions, the Company's matching contributions, the Company's discretionary contributions, if any, and Plan investment results. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on a participant's earnings, account balances, or specific participant transactions, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Forfeitures:** Upon termination of employment, participants forfeit their nonvested balances. Forfeited balances of terminated participants' nonvested accounts are used to fund future employer contributions or pay Plan expenses. Unallocated forfeiture balances as of December 31, 2024 and 2023, were \$4,929 and \$3,789, respectively. Forfeitures totaling \$45,498 and \$0 were used to fund the employer contributions and pay Plan administrative expenses, respectively, during the year ended December 31, 2024.

**Investment options:** Participants are offered several investment options for them to choose from, as more fully described in the Plan's literature.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan (Continued)

**Vesting:** Participants are vested immediately in their contributions, plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts, plus actual earnings thereon, is based on years of credited service as set forth in the following table:

Years of service:	<u>Vested Percentage</u>
1	0%
2	25%
3	50%
4	75%
5	100%

Participants also become fully vested upon death, permanent disability or retirement.

**Notes receivable from participants:** Participants may borrow from their vested fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. The minimum amount of any loan is \$1,000. Participants are only allowed one loan outstanding at a time. Note transactions are treated as transfers between the investment fund and the note account. Note terms range up to five years, or longer if the note proceeds are used by the participant for the purchase of a principal residence. The notes are secured by the balance in the participant's account and bear a reasonable rate of interest based on prevailing rates. The rate of interest on existing loans at December 31, 2024, ranged from 4.25% to 9.50% on loans maturing through June 2032. Principal and interest are paid directly by participants.

**Payment of benefits:** Participants may elect to receive either a lump-sum amount equal to the value of their vested interest upon retirement, termination, death or permanent disability. Any terminated participant with a balance of less than \$1,000 may be automatically paid out by the Plan. Any terminated participant with a balance between \$1,000 and \$7,000 that has not elected to receive a distribution can be automatically paid out by the Plan if their balance is rolled into a qualified individual retirement account. Distributions may be made at the participant's election prior to termination upon attainment of age 59½ or hardship as defined in the Plan document.

**Plan termination:** Although it has not expressed any intent to do so, the Company has the right, under the Plan, to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of termination, all participant accounts would become fully vested.

#### Note 2. Significant Accounting Policies

**Basis of presentation:** The accompanying financial statements have been prepared on the accrual basis of accounting.

**Use of estimates:** The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 2. Significant Accounting Policies (Continued)

**Investment valuation and income recognition:** Investments are required to be reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

**Notes receivable from participants:** Participant loans are classified as notes receivable from participants, which are segregated from Plan investments and measured at their unpaid principal balance plus any accrued interest. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are treated as distributions based upon the terms of the Plan document. No allowance for credits losses has been recorded as of December 31, 2024 or 2023.

Notes receivable from participants have been classified as an investment asset for Form 5500 reporting purposes and accordingly, have been included as an investment in the supplemental schedule, Schedule H, line 4i—schedule of assets (held at end of year).

**Contributions:** Contributions from Plan participants and the matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

**Payments of benefits:** Benefits are recorded when paid.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

**Risks and uncertainties:** The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities have occurred since December 31, 2024, or will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the 2024 statement of net assets available for benefits.

**Subsequent events:** On March 10, 2025, the Plan was amended to approve the merger of AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. Net assets of \$812,505 were transferred to the Plan.

The Plan Administrator has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 3. Information Certified by the Plan Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the year ended December 31, 2024, included throughout the Plan's financial statements and ERISA-required supplemental schedules, obtained by management and agreed to or derived from information certified by Fidelity Management Trust Company, a qualified institution:

	2024	2023
Investments at fair value:		
Mutual funds	\$ 20,228,115	\$ 19,064,015
Collective trust fund	1,362,956	743,586
Money market fund	7,699	3,380
	<u>\$ 21,598,770</u>	<u>\$ 19,810,981</u>
Notes receivable from participants	<u>\$ 136,697</u>	<u>\$ 89,338</u>

Fidelity Management Trust Company also certified to the completeness and accuracy of \$1,610,722 of net appreciation in fair value of investments, \$637,482 of interest and dividends related to the aforementioned investments, and \$9,316 of interest income on the notes receivable from participants for the year ended December 31, 2024.

#### Note 4. Fair Value Measurements

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

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

**Level 2:** Inputs to the valuation methodology include:

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

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

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

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

#### Note 4. Fair Value Measurements (Continued)

The following are descriptions of the valuation methodologies used for assets measured at fair value.

**Mutual funds:** Shares of mutual funds are valued at the quoted market price of shares held by the Plan as of year-end.

**Money market fund:** The money market fund account is valued at the net asset value (NAV) with readily determinable fair value.

**Collective trust fund:** The fund is a stable value fund and is valued at the NAV of units held by the Plan on the day of valuation based upon the market value of the underlying investments. The NAV is used as a practical expedient to estimate the fair value.

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

The following tables sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 20,228,115	\$ -	\$ -	\$ 20,228,115
Money market fund	-	7,699	-	7,699
Total investments at fair value	<u>\$ 20,228,115</u>	<u>\$ 7,699</u>	<u>\$ -</u>	<u>20,235,814</u>
Investments measured at net asset value (a)				1,362,956
Total investments				<u>\$ 21,598,770</u>

  

	Investments at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 19,064,015	\$ -	\$ -	\$ 19,064,015
Money market fund	-	3,380	-	3,380
Total investments at fair value	<u>\$ 19,064,015</u>	<u>\$ 3,380</u>	<u>\$ -</u>	<u>19,067,395</u>
Investments measured at net asset value (a)				743,586
Total investments				<u>\$ 19,810,981</u>

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 4. Fair Value Measurements (Continued)

**Net asset value:** The Plan follows guidance on how entities should estimate fair value of certain alternative investments. The fair value of investments within the scope of this guidance is determined using NAV per share as a practical expedient, when fair value is not readily determinable, unless it is probable that the investment will be sold at something other than NAV. The following table includes categories of investments where NAV is available as a practical expedient.

	Fair Value as of December 31		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
Collective trust fund	\$ 1,362,956	\$ 743,586	None	Daily	Daily

#### Note 5. Tax Status

The Plan has adopted a nonstandardized preapproved plan that has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the plan was in compliance with the applicable requirements of the IRC. The Plan has been amended since adopting the plan document. However, the Plan Administrator believes the Plan is designed, and being operated, in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

#### Note 6. Related-Party and Party-in-Interest Transactions

Certain Plan investments are mutual funds and a money market fund managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee of the Plan. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions qualify as exempt party-in-interest transactions under ERISA.

#### Note 7. Prohibited Transactions

During 2024, the Plan sponsor inadvertently failed to deposit \$64,818 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor will deposit lost earnings to correct this failure in 2025 and has reported these as late contributions on Form 5500.

During 2023, the Plan sponsor inadvertently failed to deposit \$155,749 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor deposited lost earnings to correct this failure in 2024 and has reported these as late contributions on Form 5500.

No plan assets were used to correct these delinquent contributions.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 8. Reconciliation of the Financial Statements to the Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 21,735,467	\$ 19,900,319
Less deemed distributions of participant loans	(17,902)	(9,175)
Net assets available for benefits per the Form 5500	<u>\$ 21,717,565</u>	<u>\$ 19,891,144</u>

The following is a reconciliation of notes receivable from participants per the financial statements to Form 5500 as of December 31, 2024 and 2023:

	2024	2023
Notes receivable from participants per the financial statements	\$ 136,697	\$ 89,338
Less deemed distributions	(17,902)	(9,175)
Total notes receivable from participants per the Form 5500	<u>\$ 118,795</u>	<u>\$ 80,163</u>

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Benefits paid to participants per the financial statements	\$ (3,459,135)
Less loan offset distributions of participant loans—December 31, 2024	935
Add deemed distributions of participant loans—December 31, 2024	(9,046)
Benefits paid to participants per the Form 5500	<u>\$ (3,467,246)</u>

The following is a reconciliation of interest income on notes receivable from participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Interest income on notes receivable from participants per the financial statements	\$ 9,316
Less deemed interest of participant loans—December 31, 2024	(1,106)
Less deemed interest of participant loans—December 31, 2023	490
Interest income on notes receivable from participants per the Form 5500	<u>\$ 8,700</u>

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

Net increase per the financial statements	\$ 1,835,148
Add loan offset distributions of participant loans—December 31, 2024	935
Less deemed interest of participant loans—December 31, 2024	(1,106)
Add deemed interest of participant loans—December 31, 2023	490
Less deemed distributions of participant loans—December 31, 2024	(9,046)
Net income per the Form 5500	<u>\$ 1,826,421</u>

**Shur-Co, LLC 401(k) Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2024**

Employer Identification Number: 27-4029187

Plan Number: 001

	Participant Contributions Transferred Late to Plan [ ] Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
2023	\$ 155,749	\$ -	\$ 155,749	\$ -	\$ -
2024	64,818	64,818	-	-	-

## Shur-Co, LLC 401(k) Plan

### Schedule H, Line 4i—Schedule of Assets (Held at End of Year) Year Ended December 31, 2024

Employer Identification Number: 27-4029187

Plan Number: 001

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Current Value
Fidelity Freedom 2030 Fund*	Mutual fund	\$ 4,241,449
Fidelity Freedom 2035 Fund*	Mutual fund	3,998,217
Fidelity Freedom 2040 Fund*	Mutual fund	3,346,211
Fidelity Freedom 2045 Fund*	Mutual fund	2,196,599
Fidelity Freedom 2025 Fund*	Mutual fund	1,882,353
Vanguard Growth Index Fund	Mutual fund	547,468
Fidelity Freedom 2050 Fund*	Mutual fund	476,273
Fidelity 500 Index Fund*	Mutual fund	427,367
Fidelity Freedom 2060 Fund*	Mutual fund	330,249
Fidelity Freedom 2055 Fund*	Mutual fund	324,667
Fidelity Freedom 2065 Fund*	Mutual fund	311,952
Fidelity Freedom 2020 Fund*	Mutual fund	234,873
Fidelity Mid Cap Index Fund*	Mutual fund	228,651
PGIM High Yield Fund	Mutual fund	206,552
JPMorgan Equity Income Fund	Mutual fund	179,896
PIMCO Real Return Fund	Mutual fund	150,271
American Funds Growth Fund of America	Mutual fund	140,024
Fidelity Small Cap Index Fund*	Mutual fund	126,709
Fidelity Freedom 2015 Fund*	Mutual fund	121,754
Vanguard Windsor II Fund Investor Share	Mutual fund	114,857
Heartland Mid Cap Value Fund	Mutual fund	99,819
American Century Small Cap Growth Fund	Mutual fund	93,557
American Funds New Perspective Fund	Mutual fund	92,230
MFS International Growth Fund	Mutual fund	91,601
Undiscovered Managers Behavioral Value Fund	Mutual fund	83,568
JPMorgan Mid Cap Growth Fund	Mutual fund	55,682
The Hartford Strategic Income Fund	Mutual fund	51,850
Fidelity Investment Grade Bond Fund*	Mutual fund	40,339
T. Rowe Price U.S. Equity Research Fund	Mutual fund	28,983
Fidelity Freedom 2070 Fund*	Mutual fund	3,298
Victory Trivalent International Small Cap Fund	Mutual fund	682
Fidelity Freedom Income Fund*	Mutual fund	114
		<u>20,228,115</u>
Putnam Stable Value	Collective trust fund	1,362,956
Fidelity Government Money Market Fund*	Money market fund	7,699
Notes receivable from participants, due in various amounts through June 2032, with interest rates of 4.25% to 9.50%		<u>118,795</u>
		<u><u>\$ 21,717,565</u></u>

\*A party-in-interest to the Plan as defined by ERISA

The above information has been certified by Fidelity Management Trust Company, the trustee of the Plan, as complete and accurate. The trustee is a party-in-interest.

# **Shur-Co, LLC 401(k) Plan**

Financial Report  
December 31, 2024

## Contents

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Independent auditor's report	1-3
<hr/>	
Financial statements	
Statements of net assets available for benefits	4
Statement of changes in net assets available for benefits	5
Notes to financial statements	6-12
Supplementary information	
Schedule H, line 4a—schedule of delinquent participant contributions	13
Schedule H, line 4i—schedule of assets (held at end of year)	14

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## Independent Auditor's Report

RSM US LLP

Board of Directors, Plan Administrator and Plan Participants  
Shur-Co, LLC 401(k) Plan

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

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

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

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

### Opinion

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

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

### Basis for Opinion

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

**Emphasis of Matter—Plan Merger**

The AB Airbags, Inc. Retirement Plan was merged into the Plan effective April 1, 2025. As discussed in Note 2 to the financial statements, an amendment to the Plan document was adopted by the Plan to merge AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. All assets of the AB Airbags, Inc. Retirement Plan were physically transferred on April 8, 2025; however, the Plan assumed legal control and responsibility of the transferred plan assets on April 1, 2025, the effective date of the merger. Our opinion has not been modified with respect to this matter.

**Responsibilities of Management for the Financial Statements**

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

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

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

**Auditor's Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with GAAS, we:

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

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

#### **Other Matters—Supplemental Schedules Required by ERISA**

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

*RSM US LLP*

Sioux Falls, South Dakota  
October 15, 2025

**Shur-Co, LLC 401(k) Plan**

**Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023**

	<b>2024</b>	2023
Investments at fair value:		
Mutual funds	<b>\$ 20,228,115</b>	\$ 19,064,015
Collective trust fund	<b>1,362,956</b>	743,586
Money market fund	<b>7,699</b>	3,380
<b>Total investments</b>	<b>21,598,770</b>	19,810,981
Receivables:		
Notes receivable from participants	<b>136,697</b>	89,338
<b>Net assets available for benefits</b>	<b>\$ 21,735,467</b>	\$ 19,900,319

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2024

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Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 1,610,722
Interest and dividends	637,482
<b>Total investment results</b>	<u>2,248,204</u>
Interest income on notes receivable from participants	<u>9,316</u>
Contributions:	
Employer	490,228
Participant	1,539,743
Rollovers	1,060,590
<b>Total contributions</b>	<u>3,090,561</u>
<b>Total additions</b>	<u>5,348,081</u>
Deductions from net assets attributed to:	
Benefits paid to participants	(3,459,135)
Administrative expenses	(53,798)
<b>Total deductions</b>	<u>(3,512,933)</u>
<b>Net increase</b>	1,835,148
Net assets available for benefits at:	
Beginning of year	<u>19,900,319</u>
End of year	<u>\$ 21,735,467</u>

See notes to financial statements.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan

The following description of Shur-Co, LLC 401(k) Plan (the Plan) is not a complete description of the Plan and provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

**General:** The Plan is a defined contribution plan covering qualified employees of Shur-Co, LLC (the Company). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

**Eligibility:** Employees are eligible to contribute and receive employer contributions if they have completed two months of service and are 18 years of age or older as long as they are not covered by a collective bargaining agreement, are not a nonresident alien, are not a leased employee, and are not considered an intern. Employees may enter the Plan on the first day of the following month that they satisfy the Plan's eligibility requirements.

**Plan amendment:** A Plan amendment was executed to add US Tarps, Inc. as a participating employer to the Plan. This amendment was effective on October 31, 2024.

**Contributions:** Upon becoming eligible to participate, participants are automatically enrolled in the Plan to have 3% deferred from their salary pretax and contributed to the Plan. Participants may elect to decline participation or elect higher or lower pretax contributions deferred from their salary. Each year, participants may contribute up to 90% of their pretax annual compensation, as defined in the Plan, up to the maximum amount permitted by law. The Plan allows participants to designate contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans. The Company contributes 50% of the first 6% of eligible compensation that a participant contributes to the Plan as a matching contribution. Additional amounts may be contributed at the discretion of the Company's Board of Directors. No such additional discretionary contributions were made for the year ended December 31, 2024. Contributions are subject to certain Internal Revenue Code (IRC) limitations.

**Participant accounts:** Each participant's account is credited with the participant's contributions, the Company's matching contributions, the Company's discretionary contributions, if any, and Plan investment results. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on a participant's earnings, account balances, or specific participant transactions, as defined by the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

**Forfeitures:** Upon termination of employment, participants forfeit their nonvested balances. Forfeited balances of terminated participants' nonvested accounts are used to fund future employer contributions or pay Plan expenses. Unallocated forfeiture balances as of December 31, 2024 and 2023, were \$4,929 and \$3,789, respectively. Forfeitures totaling \$45,498 and \$0 were used to fund the employer contributions and pay Plan administrative expenses, respectively, during the year ended December 31, 2024.

**Investment options:** Participants are offered several investment options for them to choose from, as more fully described in the Plan's literature.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 1. Description of Plan (Continued)

**Vesting:** Participants are vested immediately in their contributions, plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts, plus actual earnings thereon, is based on years of credited service as set forth in the following table:

Years of service:	<u>Vested Percentage</u>
1	0%
2	25%
3	50%
4	75%
5	100%

Participants also become fully vested upon death, permanent disability or retirement.

**Notes receivable from participants:** Participants may borrow from their vested fund accounts up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. The minimum amount of any loan is \$1,000. Participants are only allowed one loan outstanding at a time. Note transactions are treated as transfers between the investment fund and the note account. Note terms range up to five years, or longer if the note proceeds are used by the participant for the purchase of a principal residence. The notes are secured by the balance in the participant's account and bear a reasonable rate of interest based on prevailing rates. The rate of interest on existing loans at December 31, 2024, ranged from 4.25% to 9.50% on loans maturing through June 2032. Principal and interest are paid directly by participants.

**Payment of benefits:** Participants may elect to receive either a lump-sum amount equal to the value of their vested interest upon retirement, termination, death or permanent disability. Any terminated participant with a balance of less than \$1,000 may be automatically paid out by the Plan. Any terminated participant with a balance between \$1,000 and \$7,000 that has not elected to receive a distribution can be automatically paid out by the Plan if their balance is rolled into a qualified individual retirement account. Distributions may be made at the participant's election prior to termination upon attainment of age 59½ or hardship as defined in the Plan document.

**Plan termination:** Although it has not expressed any intent to do so, the Company has the right, under the Plan, to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of termination, all participant accounts would become fully vested.

#### Note 2. Significant Accounting Policies

**Basis of presentation:** The accompanying financial statements have been prepared on the accrual basis of accounting.

**Use of estimates:** The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 2. Significant Accounting Policies (Continued)

**Investment valuation and income recognition:** Investments are required to be reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

**Notes receivable from participants:** Participant loans are classified as notes receivable from participants, which are segregated from Plan investments and measured at their unpaid principal balance plus any accrued interest. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent participant loans are treated as distributions based upon the terms of the Plan document. No allowance for credits losses has been recorded as of December 31, 2024 or 2023.

Notes receivable from participants have been classified as an investment asset for Form 5500 reporting purposes and accordingly, have been included as an investment in the supplemental schedule, Schedule H, line 4i—schedule of assets (held at end of year).

**Contributions:** Contributions from Plan participants and the matching contributions from the employer are recorded in the year in which the employee contributions are withheld from compensation.

**Payments of benefits:** Benefits are recorded when paid.

**Administrative expenses:** The Plan's expenses are paid by either the Plan or the Company, as provided by the Plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

**Risks and uncertainties:** The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities have occurred since December 31, 2024, or will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the 2024 statement of net assets available for benefits.

**Subsequent events:** On March 10, 2025, the Plan was amended to approve the merger of AB Airbags, Inc. Retirement Plan into the Plan effective April 1, 2025. Net assets of \$812,505 were transferred to the Plan.

The Plan Administrator has evaluated subsequent events through October 15, 2025, the date the financial statements were available to be issued.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 3. Information Certified by the Plan Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and for the year ended December 31, 2024, included throughout the Plan's financial statements and ERISA-required supplemental schedules, obtained by management and agreed to or derived from information certified by Fidelity Management Trust Company, a qualified institution:

	2024	2023
Investments at fair value:		
Mutual funds	\$ 20,228,115	\$ 19,064,015
Collective trust fund	1,362,956	743,586
Money market fund	7,699	3,380
	<u>\$ 21,598,770</u>	<u>\$ 19,810,981</u>
Notes receivable from participants	<u>\$ 136,697</u>	<u>\$ 89,338</u>

Fidelity Management Trust Company also certified to the completeness and accuracy of \$1,610,722 of net appreciation in fair value of investments, \$637,482 of interest and dividends related to the aforementioned investments, and \$9,316 of interest income on the notes receivable from participants for the year ended December 31, 2024.

#### Note 4. Fair Value Measurements

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

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

**Level 2:** Inputs to the valuation methodology include:

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

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

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

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 4. Fair Value Measurements (Continued)

The following are descriptions of the valuation methodologies used for assets measured at fair value.

**Mutual funds:** Shares of mutual funds are valued at the quoted market price of shares held by the Plan as of year-end.

**Money market fund:** The money market fund account is valued at the net asset value (NAV) with readily determinable fair value.

**Collective trust fund:** The fund is a stable value fund and is valued at the NAV of units held by the Plan on the day of valuation based upon the market value of the underlying investments. The NAV is used as a practical expedient to estimate the fair value.

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

The following tables sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2024 and 2023:

	Investments at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 20,228,115	\$ -	\$ -	\$ 20,228,115
Money market fund	-	7,699	-	7,699
Total investments at fair value	<u>\$ 20,228,115</u>	<u>\$ 7,699</u>	<u>\$ -</u>	<u>20,235,814</u>
Investments measured at net asset value (a)				1,362,956
Total investments				<u>\$ 21,598,770</u>

  

	Investments at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 19,064,015	\$ -	\$ -	\$ 19,064,015
Money market fund	-	3,380	-	3,380
Total investments at fair value	<u>\$ 19,064,015</u>	<u>\$ 3,380</u>	<u>\$ -</u>	<u>19,067,395</u>
Investments measured at net asset value (a)				743,586
Total investments				<u>\$ 19,810,981</u>

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

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 4. Fair Value Measurements (Continued)

**Net asset value:** The Plan follows guidance on how entities should estimate fair value of certain alternative investments. The fair value of investments within the scope of this guidance is determined using NAV per share as a practical expedient, when fair value is not readily determinable, unless it is probable that the investment will be sold at something other than NAV. The following table includes categories of investments where NAV is available as a practical expedient.

	Fair Value as of December 31		Unfunded Commitments	Redemption Frequency	Redemption Notice Period
	2024	2023			
Collective trust fund	\$ 1,362,956	\$ 743,586	None	Daily	Daily

#### Note 5. Tax Status

The Plan has adopted a nonstandardized preapproved plan that has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the plan was in compliance with the applicable requirements of the IRC. The Plan has been amended since adopting the plan document. However, the Plan Administrator believes the Plan is designed, and being operated, in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

#### Note 6. Related-Party and Party-in-Interest Transactions

Certain Plan investments are mutual funds and a money market fund managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee of the Plan. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various service providers. These transactions qualify as exempt party-in-interest transactions under ERISA.

#### Note 7. Prohibited Transactions

During 2024, the Plan sponsor inadvertently failed to deposit \$64,818 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor will deposit lost earnings to correct this failure in 2025 and has reported these as late contributions on Form 5500.

During 2023, the Plan sponsor inadvertently failed to deposit \$155,749 of contributions within the required time frame as stated by the Department of Labor's regulations. The Plan sponsor deposited lost earnings to correct this failure in 2024 and has reported these as late contributions on Form 5500.

No plan assets were used to correct these delinquent contributions.

## Shur-Co, LLC 401(k) Plan

### Notes to Financial Statements

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#### Note 8. Reconciliation of the Financial Statements to the Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 21,735,467	\$ 19,900,319
Less deemed distributions of participant loans	(17,902)	(9,175)
Net assets available for benefits per the Form 5500	<u>\$ 21,717,565</u>	<u>\$ 19,891,144</u>

The following is a reconciliation of notes receivable from participants per the financial statements to Form 5500 as of December 31, 2024 and 2023:

	2024	2023
Notes receivable from participants per the financial statements	\$ 136,697	\$ 89,338
Less deemed distributions	(17,902)	(9,175)
Total notes receivable from participants per the Form 5500	<u>\$ 118,795</u>	<u>\$ 80,163</u>

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Benefits paid to participants per the financial statements	\$ (3,459,135)
Less loan offset distributions of participant loans—December 31, 2024	935
Add deemed distributions of participant loans—December 31, 2024	(9,046)
Benefits paid to participants per the Form 5500	<u>\$ (3,467,246)</u>

The following is a reconciliation of interest income on notes receivable from participants per the financial statements to Form 5500 for the year ended December 31, 2024:

Interest income on notes receivable from participants per the financial statements	\$ 9,316
Less deemed interest of participant loans—December 31, 2024	(1,106)
Less deemed interest of participant loans—December 31, 2023	490
Interest income on notes receivable from participants per the Form 5500	<u>\$ 8,700</u>

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

Net increase per the financial statements	\$ 1,835,148
Add loan offset distributions of participant loans—December 31, 2024	935
Less deemed interest of participant loans—December 31, 2024	(1,106)
Add deemed interest of participant loans—December 31, 2023	490
Less deemed distributions of participant loans—December 31, 2024	(9,046)
Net income per the Form 5500	<u>\$ 1,826,421</u>

**Shur-Co, LLC 401(k) Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2024**

Employer Identification Number: 27-4029187

Plan Number: 001

	Participant Contributions Transferred Late to Plan [ ] Check Here if Late Participant Loan Repayments are Included	Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
2023	\$ 155,749	\$ -	\$ 155,749	\$ -	\$ -
2024	64,818	64,818	-	-	-

## Shur-Co, LLC 401(k) Plan

### Schedule H, Line 4i—Schedule of Assets (Held at End of Year) Year Ended December 31, 2024

Employer Identification Number: 27-4029187

Plan Number: 001

Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Current Value
Fidelity Freedom 2030 Fund*	Mutual fund	\$ 4,241,449
Fidelity Freedom 2035 Fund*	Mutual fund	3,998,217
Fidelity Freedom 2040 Fund*	Mutual fund	3,346,211
Fidelity Freedom 2045 Fund*	Mutual fund	2,196,599
Fidelity Freedom 2025 Fund*	Mutual fund	1,882,353
Vanguard Growth Index Fund	Mutual fund	547,468
Fidelity Freedom 2050 Fund*	Mutual fund	476,273
Fidelity 500 Index Fund*	Mutual fund	427,367
Fidelity Freedom 2060 Fund*	Mutual fund	330,249
Fidelity Freedom 2055 Fund*	Mutual fund	324,667
Fidelity Freedom 2065 Fund*	Mutual fund	311,952
Fidelity Freedom 2020 Fund*	Mutual fund	234,873
Fidelity Mid Cap Index Fund*	Mutual fund	228,651
PGIM High Yield Fund	Mutual fund	206,552
JPMorgan Equity Income Fund	Mutual fund	179,896
PIMCO Real Return Fund	Mutual fund	150,271
American Funds Growth Fund of America	Mutual fund	140,024
Fidelity Small Cap Index Fund*	Mutual fund	126,709
Fidelity Freedom 2015 Fund*	Mutual fund	121,754
Vanguard Windsor II Fund Investor Share	Mutual fund	114,857
Heartland Mid Cap Value Fund	Mutual fund	99,819
American Century Small Cap Growth Fund	Mutual fund	93,557
American Funds New Perspective Fund	Mutual fund	92,230
MFS International Growth Fund	Mutual fund	91,601
Undiscovered Managers Behavioral Value Fund	Mutual fund	83,568
JPMorgan Mid Cap Growth Fund	Mutual fund	55,682
The Hartford Strategic Income Fund	Mutual fund	51,850
Fidelity Investment Grade Bond Fund*	Mutual fund	40,339
T. Rowe Price U.S. Equity Research Fund	Mutual fund	28,983
Fidelity Freedom 2070 Fund*	Mutual fund	3,298
Victory Trivalent International Small Cap Fund	Mutual fund	682
Fidelity Freedom Income Fund*	Mutual fund	114
		<u>20,228,115</u>
Putnam Stable Value	Collective trust fund	1,362,956
Fidelity Government Money Market Fund*	Money market fund	7,699
Notes receivable from participants, due in various amounts through June 2032, with interest rates of 4.25% to 9.50%		<u>118,795</u>
		<u><u>\$ 21,717,565</u></u>

\*A party-in-interest to the Plan as defined by ERISA

The above information has been certified by Fidelity Management Trust Company, the trustee of the Plan, as complete and accurate. The trustee is a party-in-interest.