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| <div>Form 5500-SF</div> <div>Department of the Treasury<br/>Internal Revenue Service</div> <div>Department of Labor<br/>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div> | <div>Short Form Annual Return/Report of Small Employee<br/>Benefit Plan</div> <div>This form is required to be filed under sections 104 and 4065 of the Employee Retirement<br/>Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal<br/>Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500-SF.</div> | <div>OMB Nos. 1210-0110<br/>1210-0089</div> <div>2025</div> <div>This Form is Open to<br/>Public Inspection</div> |
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|                                                                                            |                                                                                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Part I                                                                                     | Annual Report Identification Information                                                                                                                                                                                                                                                                                                     |
| For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025 |                                                                                                                                                                                                                                                                                                                                              |
| A                                                                                          | This return/report is for: <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.) |
| B                                                                                          | This return/report is <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                                                                                     |
| C                                                                                          | Check box if filing under: <input type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> DFVC program <input type="checkbox"/> special extension (enter description)                                                                                                                              |
| D                                                                                          | If the plan is a collectively-bargained plan, check here ▶ <input type="checkbox"/>                                                                                                                                                                                                                                                          |
| E                                                                                          | If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ▶ <input type="checkbox"/>                                                                                                                                                                                                                           |

|         |                                                                                                                                                                                                                                                                                                                                                     |                                                    |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| Part II | Basic Plan Information—enter all requested information                                                                                                                                                                                                                                                                                              |                                                    |
| 1a      | Name of plan<br>E. R. WAGNER PENSION EQUITY PLAN                                                                                                                                                                                                                                                                                                    | 1b Three-digit plan number (PN) ▶ 001              |
|         |                                                                                                                                                                                                                                                                                                                                                     | 1c Effective date of plan 01/01/1971               |
| 2a      | Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>E.R. WAGNER MANUFACTURING CO.<br><br>W130N8691 OLD ORCHARD ROAD<br>MENOMONEE FALLS, WI 53051 | 2b Employer Identification Number (EIN) 39-0683640 |
|         |                                                                                                                                                                                                                                                                                                                                                     | 2c Sponsor's telephone number 414-871-5080         |
|         |                                                                                                                                                                                                                                                                                                                                                     | 2d Business code (see instructions) 332900         |
| 3a      | Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.                                                                                                                                                                                                                                                     | 3b Administrator's EIN                             |
|         |                                                                                                                                                                                                                                                                                                                                                     | 3c Administrator's telephone number                |
| 4       | If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.<br>a Sponsor's name<br>c Plan Name                                                                                     | 4b EIN                                             |
|         |                                                                                                                                                                                                                                                                                                                                                     | 4d PN                                              |
| 5a      | Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                      | 5a 78                                              |
| b       | Total number of participants at the end of the plan year                                                                                                                                                                                                                                                                                            | 5b 78                                              |
| c(1)    | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)                                                                                                                                                                                                              | 5c(1)                                              |
| c(2)    | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)                                                                                                                                                                                                                    | 5c(2)                                              |
| d(1)    | Total number of active participants at the beginning of the plan year                                                                                                                                                                                                                                                                               | 5d(1) 7                                            |
| d(2)    | Total number of active participants at the end of the plan year                                                                                                                                                                                                                                                                                     | 5d(2) 7                                            |
| e       | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested                                                                                                                                                                                                                         | 5e 0                                               |

**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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|           |                                                   |            |                                                              |
|-----------|---------------------------------------------------|------------|--------------------------------------------------------------|
| SIGN HERE | Filed with authorized/valid electronic signature. | 07/04/2026 | PATRICK BARTLING                                             |
|           | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| SIGN HERE |                                                   |            |                                                              |
|           | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ..... ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ..... ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ..... ☒ Yes ☐ No ☐ Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 598214. (See instructions.)

**Part III Financial Information**

| <b>7 Plan Assets and Liabilities</b>                                                                 |              | <b>(a) Beginning of Year</b> | <b>(b) End of Year</b> |
|------------------------------------------------------------------------------------------------------|--------------|------------------------------|------------------------|
| <b>a</b> Total plan assets .....                                                                     | <b>7a</b>    | 3298530                      | 3305106                |
| <b>b</b> Total plan liabilities .....                                                                | <b>7b</b>    |                              |                        |
| <b>c</b> Net plan assets (subtract line 7b from line 7a) .....                                       | <b>7c</b>    | 3298530                      | 3305106                |
| <b>8 Income, Expenses, and Transfers for this Plan Year</b>                                          |              | <b>(a) Amount</b>            | <b>(b) Total</b>       |
| <b>a</b> Contributions received or receivable from:                                                  |              |                              |                        |
| <b>(1)</b> Employers .....                                                                           | <b>8a(1)</b> | 0                            |                        |
| <b>(2)</b> Participants .....                                                                        | <b>8a(2)</b> | 0                            |                        |
| <b>(3)</b> Others (including rollovers) .....                                                        | <b>8a(3)</b> | 0                            |                        |
| <b>b</b> Other income (loss) .....                                                                   | <b>8b</b>    | 276867                       |                        |
| <b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....                                  | <b>8c</b>    |                              | 276867                 |
| <b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) ..... | <b>8d</b>    | 255801                       |                        |
| <b>e</b> Certain deemed and/or corrective distributions (see instructions) ..                        | <b>8e</b>    | 0                            |                        |
| <b>f</b> Administrative service providers (salaries, fees, commissions) .....                        | <b>8f</b>    | 3620                         |                        |
| <b>g</b> Other expenses .....                                                                        | <b>8g</b>    | 10870                        |                        |
| <b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....                                         | <b>8h</b>    |                              | 270291                 |
| <b>i</b> Net income (loss) (subtract line 8h from line 8c) .....                                     | <b>8i</b>    |                              | 6576                   |
| <b>j</b> Transfers to (from) the plan (see instructions) .....                                       | <b>8j</b>    |                              |                        |

**Part IV Plan Characteristic Codes**

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:  
1C 1I
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

**Part V Compliance Questions**

| <b>10 During the plan year:</b>                                                                                                                                                                                                                                                                 |            | <b>Yes</b> | <b>No</b> | <b>Amount</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|-----------|---------------|
| <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) ..... | <b>10a</b> |            | X         |               |
| <b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....                                                                                                                                                            | <b>10b</b> |            | X         |               |
| <b>c</b> Was the plan covered by a fidelity bond? .....                                                                                                                                                                                                                                         | <b>10c</b> | X          |           | 500000        |
| <b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                         | <b>10d</b> |            | X         |               |
| <b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....                                                       | <b>10e</b> | X          |           | 3295          |
| <b>f</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                              | <b>10f</b> |            | X         |               |
| <b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....                                                                                                                                                                                                | <b>10g</b> |            | X         |               |
| <b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                    | <b>10h</b> |            |           |               |
| <b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....                                                                                                             | <b>10i</b> |            |           |               |

**Part VI Pension Funding Compliance**

|                                                                                                                                                                                                                                                                                |                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>11</b> Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>a</b> Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40                                                                                                                                                                    | <b>11a</b> <span style="float: right;">0</span>                     |
| <b>b</b> <b>PBGC missed contribution reporting requirements.</b> If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:           |                                                                     |
| <input type="checkbox"/> Yes.                                                                                                                                                                                                                                                  |                                                                     |
| <input type="checkbox"/> 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.                                                                |                                                                     |
| <input type="checkbox"/> 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.                         |                                                                     |
| <input type="checkbox"/> No. Other. Provide explanation _____                                                                                                                                                                                                                  |                                                                     |

|                                                                                                                                                                                                                                                                                                                              |                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>12</b> Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above. | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                   |
| <b>a</b> 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 letter ruling granting the waiver. Month _____ Day _____ Year _____                                                                                                  |                                                                                       |
| <b>If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.</b>                                                                                                                                                                                                               |                                                                                       |
| <b>b</b> Enter the minimum required contribution for this plan year                                                                                                                                                                                                                                                          | <b>12b</b>                                                                            |
| <b>c</b> Enter the amount contributed by the employer to the plan for this plan year                                                                                                                                                                                                                                         | <b>12c</b>                                                                            |
| <b>d</b> Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)                                                                                                                                                                                 | <b>12d</b>                                                                            |
| <b>e</b> Will the minimum funding amount reported on line 12d be met by the funding deadline?                                                                                                                                                                                                                                | <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |

**Part VII Plan Terminations and Transfers of Assets**

|                                                                                                                                                                                                             |                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>13a</b> Has a resolution to terminate the plan been adopted in any plan year?                                                                                                                            | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>a</b> If "Yes," enter the amount of any plan assets that reverted to the employer this year                                                                                                              | <b>13a</b>                                                          |
| <b>b</b> Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?                                                      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>c</b> 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>13c(1)</b> Name of plan(s):                                                                                                                                                                              | <b>13c(2)</b> EIN(s)                                                |
|                                                                                                                                                                                                             |                                                                     |
| <b>13c(3)</b> PN(s)                                                                                                                                                                                         |                                                                     |

**Part VIII IRS Compliance Questions**

|                                                                                                                                                                                                                                                                                         |                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>14a</b> 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?                                                                                     | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>14b</b> 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). |                                                                     |
| <input type="checkbox"/> Design-based safe harbor method                                                                                                                                                                                                                                |                                                                     |
| <input type="checkbox"/> "Prior year" ADP test                                                                                                                                                                                                                                          |                                                                     |
| <input type="checkbox"/> "Current year" ADP test                                                                                                                                                                                                                                        |                                                                     |
| <input type="checkbox"/> N/A                                                                                                                                                                                                                                                            |                                                                     |
| <b>15</b> If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.                                                           |                                                                     |

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                   |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2025</div> <div>This Form is Open to Public Inspection</div> |
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|                                                                                                                                    |                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025                                         |                                                                                                                                                  |
| ▶ Round off amounts to nearest dollar.                                                                                             |                                                                                                                                                  |
| ▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.            |                                                                                                                                                  |
| A Name of plan<br>E. R. WAGNER PENSION EQUITY PLAN                                                                                 | B Three-digit plan number (PN) ▶ 001                                                                                                             |
| C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>E.R. WAGNER MANUFACTURING CO.                                 | D Employer Identification Number (EIN)<br>39-0683640                                                                                             |
| E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | F Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |

|        |                                                                                                                                                                                                  |                            |                           |                          |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------|--------------------------|
| Part I | Basic Information                                                                                                                                                                                |                            |                           |                          |
| 1      | Enter the valuation date: Month 01 Day 01 Year 2025                                                                                                                                              |                            |                           |                          |
| 2      | Assets:                                                                                                                                                                                          |                            |                           |                          |
| a      | Market value                                                                                                                                                                                     | 2a                         | 3298530                   |                          |
| b      | Actuarial value                                                                                                                                                                                  | 2b                         | 3225443                   |                          |
| 3      | Funding target/participant count breakdown                                                                                                                                                       | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |
| a      | For retired participants and beneficiaries receiving payment                                                                                                                                     | 62                         | 2543678                   | 2543678                  |
| b      | For terminated vested participants                                                                                                                                                               | 9                          | 257588                    | 257588                   |
| c      | For active participants                                                                                                                                                                          | 7                          | 419359                    | 419359                   |
| d      | Total                                                                                                                                                                                            | 78                         | 3220625                   | 3220625                  |
| 4      | If the plan is in at-risk status, check the box and complete lines (a) and (b) <input type="checkbox"/>                                                                                          |                            |                           |                          |
| a      | Funding target disregarding prescribed at-risk assumptions                                                                                                                                       | 4a                         |                           |                          |
| b      | Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor | 4b                         |                           |                          |
| 5      | Effective interest rate                                                                                                                                                                          | 5                          | 5.32 %                    |                          |
| 6      | Target normal cost                                                                                                                                                                               |                            |                           |                          |
| a      | Present value of current plan year accruals                                                                                                                                                      | 6a                         | 0                         |                          |
| b      | Expected plan-related expenses                                                                                                                                                                   | 6b                         | 4000                      |                          |
| c      | Target normal cost                                                                                                                                                                               | 6c                         | 4000                      |                          |

**Statement by Enrolled Actuary**  
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                          |                                                                                                                                                                                                                                                                    |                                                                                                                                                                              |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>SIGN<br/>HERE</div> | <div>Signature of actuary</div> <div>WILLIAM NEIL CORNELL, EA, MAAA</div> <div>Type or print name of actuary</div> <div>STANDARD RETIREMENT SERVICES</div> <div>Firm name</div> <div>P.O. BOX 711<br/>PORTLAND, OR 97207-0711</div> <div>Address of the firm</div> | <div>06/29/2026</div> <div>Date</div> <div>26-06487</div> <div>Most recent enrollment number</div> <div>971-321-8418</div> <div>Telephone number (including area code)</div> |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Part II Beginning of Year Carryover and Prefunding Balances**

|                                                                                                                                                                      | (a) Carryover balance | (b) Prefunding balance |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                             | 0                     | 0                      |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                          | 0                     | 0                      |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                                | 0                     | 0                      |
| <b>10</b> Interest on line 9 using prior year's actual return of _____ % .....                                                                                       | 0                     | 0                      |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                       |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                      |                       | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.02</u> % ..... |                       | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       | 0                      |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                        |                       | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                      |                       | 0                      |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                    |                       | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                         | 0                     | 0                      |

**Part III Funding Percentages**

|                                                                                                                                                                            |           |          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b> | 100.14 % |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b> | 100.14 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 101.34 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b> | %        |

**Part IV Contributions and Liquidity Shortfalls****18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
| <b>Totals ►</b>          |                                   |                                 | <b>18(b)</b>             | 0                                 | <b>18(c)</b> 0                  |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|                                                                                                                         |            |   |
|-------------------------------------------------------------------------------------------------------------------------|------------|---|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0 |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0 |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 0 |

**20** Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |
|------------------------------------------------------------|---------|---------|---------|
| (1) 1st                                                    | (2) 2nd | (3) 3rd | (4) 4th |
|                                                            |         |         |         |

**Part V Assumptions Used to Determine Funding Target and Target Normal Cost****21** Discount rate:**a** Segment rates:1st segment:  
5.07 %2nd segment:  
5.31 %3rd segment:  
5.50 %☐ N/A, full yield curve used**b** Applicable month (enter code) .....**21b**

4

**22** Weighted average retirement age .....**22**

63

**23** Mortality table(s) (see instructions)

Prescribed - combined



Prescribed - separate



Substitute

**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**26** Demographic and benefit information**a** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... ☒ Yes ☐ No**b** Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment. .... ☐ Yes ☒ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment. ....**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years .....**28**

0

**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) .....**29**

0

**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....**30**

0

**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c) .....**31a**

4000

**b** Excess assets, if applicable, but not greater than line 31a .....**31b**

4000

**32** Amortization installments:**a** Net shortfall amortization installment .....

0

0

**b** Waiver amortization installment .....

0

0

**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_) and the waived amount .....**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) .....**34**

0

Carryover balance

Prefunding balance

Total balance

**35** Balances elected for use to offset funding requirement .....

0

**36** Additional cash requirement (line 34 minus line 35) .....**36**

0

**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....**37**

0

**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) .....**38a**

0

**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....**38b**

0

**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....**39**

0

**40** Unpaid minimum required contributions for all years .....**40**

0

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)****41** If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

|                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| <b>Form 5500-SF</b><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security Administration<br><br>Pension Benefit Guaranty Corporation | <b>Short Form Annual Return/Report of Small Employee Benefit Plan</b><br><br>This form is required to be filed 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).<br><br>▶ <b>Complete all entries in accordance with the instructions to the Form 5500-SF.</b> | OMB Nos. 1210-0110<br>1210-0089<br><br><b>2025</b><br><br><b>This Form is Open to Public Inspection</b> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|

|                                                                                                          |                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                            | <b>Annual Report Identification Information</b>                                                                                                                                                                                                                                                                   |
| For calendar plan year 2025 or fiscal plan year beginning <u>01/01/2025</u> and ending <u>12/31/2025</u> |                                                                                                                                                                                                                                                                                                                   |
| <b>A</b> This return/report is for:                                                                      | <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.) |
| <b>B</b> This return/report is                                                                           | <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report<br><input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)                                                                             |
| <b>C</b> Check box if filing under:                                                                      | <input type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> DFVC program<br><input type="checkbox"/> special extension (enter description) _____                                                                                                                     |
| <b>D</b> If the plan is a collectively-bargained plan, check here _____                                  | <input type="checkbox"/>                                                                                                                                                                                                                                                                                          |
| <b>E</b> If this is a retroactively adopted plan permitted by SECURE Act section 201, check here _____   | <input type="checkbox"/>                                                                                                                                                                                                                                                                                          |

|                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Part II</b>                                                                                                                                                                                                                                                                                                                                                    | <b>Basic Plan Information</b> —enter all requested information                                                                                                                             |
| <b>1a</b> Name of plan<br>E. R. WAGNER PENSION EQUITY PLAN                                                                                                                                                                                                                                                                                                        | <b>1b</b> Three-digit plan number (PN) ▶ 001                                                                                                                                               |
|                                                                                                                                                                                                                                                                                                                                                                   | <b>1c</b> Effective date of plan 01/01/1971                                                                                                                                                |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>E. R. WAGNER MANUFACTURING CO.<br><br>W130N8691 OLD ORCHARD ROAD<br><br>MENOMONEE FALLS WI 53051 | <b>2b</b> Employer Identification Number (EIN)<br>39-0683640<br><br><b>2c</b> Sponsor's telephone number<br>(414) 871-5080<br><br><b>2d</b> Business code (see instructions)<br><br>332900 |
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.                                                                                                                                                                                                                                                         | <b>3b</b> Administrator's EIN<br><br><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.<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name                                                                            | <b>4b</b> EIN<br><br><b>4d</b> PN                                                                                                                                                          |
| <b>5a</b> Total number of participants at the beginning of the plan year                                                                                                                                                                                                                                                                                          | <b>5a</b> 78                                                                                                                                                                               |
| <b>b</b> Total number of participants at the end of the plan year                                                                                                                                                                                                                                                                                                 | <b>5b</b> 78                                                                                                                                                                               |
| <b>c(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)                                                                                                                                                                                                                | <b>5c(1)</b>                                                                                                                                                                               |
| <b>c(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)                                                                                                                                                                                                                      | <b>5c(2)</b>                                                                                                                                                                               |
| <b>d(1)</b> Total number of active participants at the beginning of the plan year                                                                                                                                                                                                                                                                                 | <b>5d(1)</b> 7                                                                                                                                                                             |
| <b>d(2)</b> Total number of active participants at the end of the plan year                                                                                                                                                                                                                                                                                       | <b>5d(2)</b> 7                                                                                                                                                                             |
| <b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested                                                                                                                                                                                                                              | <b>5e</b> 0                                                                                                                                                                                |

**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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, 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.

|                  |                                                                                     |                 |                                                              |
|------------------|-------------------------------------------------------------------------------------|-----------------|--------------------------------------------------------------|
| <b>SIGN HERE</b> |  | <u>7/4/2026</u> | PATRICK BARTLING                                             |
|                  | Signature of plan administrator                                                     | Date            | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |  | <u>7/4/2026</u> |                                                              |
|                  | Signature of employer/plan sponsor                                                  | Date            | Enter name of individual signing as employer or plan sponsor |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ..... ☒ Yes ☐ No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) ..... ☒ Yes ☐ No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? ..... ☒ Yes ☐ No ☐ Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 598214. (See instructions.)

**Part III Financial Information**

| 7 Plan Assets and Liabilities                                                                        |       | (a) Beginning of Year | (b) End of Year |
|------------------------------------------------------------------------------------------------------|-------|-----------------------|-----------------|
| <b>a</b> Total plan assets .....                                                                     | 7a    | 3,298,530             | 3,305,106       |
| <b>b</b> Total plan liabilities .....                                                                | 7b    |                       |                 |
| <b>c</b> Net plan assets (subtract line 7b from line 7a) .....                                       | 7c    | 3,298,530             | 3,305,106       |
| 8 Income, Expenses, and Transfers for this Plan Year                                                 |       | (a) Amount            | (b) Total       |
| <b>a</b> Contributions received or receivable from:                                                  |       |                       |                 |
| (1) Employers .....                                                                                  | 8a(1) | 0                     |                 |
| (2) Participants .....                                                                               | 8a(2) | 0                     |                 |
| (3) Others (including rollovers) .....                                                               | 8a(3) | 0                     |                 |
| <b>b</b> Other income (loss) .....                                                                   | 8b    | 276,867               |                 |
| <b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....                                  | 8c    |                       | 276,867         |
| <b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) ..... | 8d    | 255,801               |                 |
| <b>e</b> Certain deemed and/or corrective distributions (see instructions) .....                     | 8e    | 0                     |                 |
| <b>f</b> Administrative service providers (salaries, fees, commissions) .....                        | 8f    | 3,620                 |                 |
| <b>g</b> Other expenses .....                                                                        | 8g    | 10,870                |                 |
| <b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....                                         | 8h    |                       | 270,291         |
| <b>i</b> Net income (loss) (subtract line 8h from line 8c) .....                                     | 8i    |                       | 6,576           |
| <b>j</b> Transfers to (from) the plan (see instructions) .....                                       | 8j    |                       |                 |

**Part IV Plan Characteristic Codes**

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:  
1C 1I
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

**Part V Compliance Questions**

| 10 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) ..... | 10a |     | X  |         |
| <b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....                                                                                                                                                            | 10b |     | X  |         |
| <b>c</b> Was the plan covered by a fidelity bond? .....                                                                                                                                                                                                                                         | 10c | X   |    | 500,000 |
| <b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....                                                                                                                                                         | 10d |     | X  |         |
| <b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....                                                       | 10e | X   |    | 3,295   |
| <b>f</b> Has the plan failed to provide any benefit when due under the plan? .....                                                                                                                                                                                                              | 10f |     | X  |         |
| <b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....                                                                                                                                                                                                | 10g |     | X  |         |
| <b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....                                                                                                                                                                    | 10h |     |    |         |
| <b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....                                                                                                             | 10i |     |    |         |

**Part VI Pension Funding Compliance**

|                                                                                                                                                                                                                                                                                |                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>11</b> Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>a</b> Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 .....                                                                                                                                                              | <b>11a</b> <span style="float: right;">0</span>                     |
| <b>b PBGC missed contribution reporting requirements.</b> If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:                  |                                                                     |
| <input type="checkbox"/> Yes.                                                                                                                                                                                                                                                  |                                                                     |
| <input type="checkbox"/> 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.                                                                |                                                                     |
| <input type="checkbox"/> 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.                         |                                                                     |
| <input type="checkbox"/> No. Other. Provide explanation _____                                                                                                                                                                                                                  |                                                                     |

|                                                                                                                                                                                                                                                                                                                                    |                                                                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| <b>12</b> Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? ..... (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above. | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                   |
| <b>a</b> 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 letter ruling granting the waiver. .... Month   Day   Year                                                                                                                 |                                                                                       |
| <b>If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.</b>                                                                                                                                                                                                                     |                                                                                       |
| <b>b</b> Enter the minimum required contribution for this plan year .....                                                                                                                                                                                                                                                          | <b>12b</b>                                                                            |
| <b>c</b> Enter the amount contributed by the employer to the plan for this plan year .....                                                                                                                                                                                                                                         | <b>12c</b>                                                                            |
| <b>d</b> Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) .....                                                                                                                                                                                 | <b>12d</b>                                                                            |
| <b>e</b> Will the minimum funding amount reported on line 12d be met by the funding deadline? .....                                                                                                                                                                                                                                | <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A |

**Part VII Plan Terminations and Transfers of Assets**

|                                                                                                                                                                                                             |                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>13a</b> Has a resolution to terminate the plan been adopted in any plan year? .....                                                                                                                      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>a</b> If "Yes," enter the amount of any plan assets that reverted to the employer this year .....                                                                                                        | <b>13a</b>                                                          |
| <b>b</b> Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....                                                |                                                                     |
| <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                                                                                                                         |                                                                     |
| <b>c</b> 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>13c(1)</b> Name of plan(s):                                                                                                                                                                              | <b>13c(2)</b> EIN(s)                                                |
|                                                                                                                                                                                                             |                                                                     |
| <b>13c(3)</b> PN(s)                                                                                                                                                                                         |                                                                     |

**Part VIII IRS Compliance Questions**

|                                                                                                                                                                                                                                                                                         |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <b>14a</b> 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                 |  |
| <b>14b</b> 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). |  |
| <input type="checkbox"/> Design-based safe harbor method                                                                                                                                                                                                                                |  |
| <input type="checkbox"/> "Prior year" ADP test                                                                                                                                                                                                                                          |  |
| <input type="checkbox"/> "Current year" ADP test                                                                                                                                                                                                                                        |  |
| <input type="checkbox"/> N/A                                                                                                                                                                                                                                                            |  |
| <b>15</b> If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter (MM/DD/YYYY) and the Opinion Letter serial number .....                                                                           |  |

|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                   |                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| <div>SCHEDULE SB<br/>(Form 5500)<br/><br/>Department of the Treasury<br/>Internal Revenue Service<br/><br/>Department of Labor<br/>Employee Benefits Security Administration<br/><br/>Pension Benefit Guaranty Corporation</div> | <div>Single-Employer Defined Benefit Plan<br/>Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div> | <div>OMB No. 1210-0110</div> <div>2025</div> <div>This Form is Open to Public Inspection</div> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ Round off amounts to nearest dollar.  
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|                                                                                                                                           |                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A</b> Name of plan<br>E. R. WAGNER PENSION EQUITY PLAN                                                                                 | <b>B</b> Three-digit plan number (PN) ▶ 001                                                                                                             |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>E.R. WAGNER MANUFACTURING CO.                                 | <b>D</b> Employer Identification Number (EIN)<br>39-0683640                                                                                             |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |

|                                                                                                                                                                                                                |                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Part I</b>                                                                                                                                                                                                  | <b>Basic Information</b>                                                                             |
| <b>1</b> Enter the valuation date: Month <u>1</u> Day <u>1</u> Year <u>2025</u>                                                                                                                                |                                                                                                      |
| <b>2</b> Assets:                                                                                                                                                                                               |                                                                                                      |
| <b>a</b> Market value .....                                                                                                                                                                                    | <b>2a</b> 3,298,530                                                                                  |
| <b>b</b> Actuarial value .....                                                                                                                                                                                 | <b>2b</b> 3,225,443                                                                                  |
| <b>3</b> Funding target/participant count breakdown                                                                                                                                                            |                                                                                                      |
| <b>a</b> For retired participants and beneficiaries receiving payment.....                                                                                                                                     | (1) Number of participants 62 (2) Vested Funding Target 2,543,678 (3) Total Funding Target 2,543,678 |
| <b>b</b> For terminated vested participants.....                                                                                                                                                               | 9 257,588 257,588                                                                                    |
| <b>c</b> For active participants .....                                                                                                                                                                         | 7 419,359 419,359                                                                                    |
| <b>d</b> Total.....                                                                                                                                                                                            | 78 3,220,625 3,220,625                                                                               |
| <b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>                                                                                          |                                                                                                      |
| <b>a</b> Funding target disregarding prescribed at-risk assumptions .....                                                                                                                                      | <b>4a</b>                                                                                            |
| <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor..... | <b>4b</b>                                                                                            |
| <b>5</b> Effective interest rate .....                                                                                                                                                                         | <b>5</b> 5.32 %                                                                                      |
| <b>6</b> Target normal cost.....                                                                                                                                                                               |                                                                                                      |
| <b>a</b> Present value of current plan year accruals.....                                                                                                                                                      | <b>6a</b> 0                                                                                          |
| <b>b</b> Expected plan-related expenses .....                                                                                                                                                                  | <b>6b</b> 4,000                                                                                      |
| <b>c</b> Target normal cost .....                                                                                                                                                                              | <b>6c</b> 4,000                                                                                      |

**Statement by Enrolled Actuary**  
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>SIGN HERE</div> <div><i>William N Cornell</i></div> <div>Signature of actuary</div> <div>WILLIAM NEIL CORNELL, EA, MAAA</div> <div>Type or print name of actuary</div> <div>STANDARD RETIREMENT SERVICES</div> <div>Firm name</div> <div>P.O. BOX 711</div> <div>PORTLAND</div> <div>Address of the firm</div> <div>OR 97207-0711</div> | <div>June 29, 2026</div> <div>Date</div> <div>26-06487</div> <div>Most recent enrollment number</div> <div>(971) 321-8418</div> <div>Telephone number (including area code)</div> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

**Part II Beginning of Year Carryover and Prefunding Balances**

|                                                                                                                                                                      | (a) Carryover balance | (b) Prefunding balance |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....                                                             | 0                     | 0                      |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....                                                          | 0                     | 0                      |
| <b>9</b> Amount remaining (line 7 minus line 8) .....                                                                                                                | 0                     | 0                      |
| <b>10</b> Interest on line 9 using prior year's actual return of _____ % .....                                                                                       | 0                     | 0                      |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:                                                                                       |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....                                                                                      |                       | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.02</u> % ..... |                       | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....                                                                 |                       | 0                      |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....                                                                        |                       | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....                                                                                                      |                       | 0                      |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....                                                                                    |                       | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....                                                                         | 0                     | 0                      |

**Part III Funding Percentages**

|                                                                                                                                                                            |           |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|
| <b>14</b> Funding target attainment percentage .....                                                                                                                       | <b>14</b> | 100.14% |
| <b>15</b> Adjusted funding target attainment percentage .....                                                                                                              | <b>15</b> | 100.14% |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 101.34% |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....                                        | <b>17</b> | %       |

**Part IV Contributions and Liquidity Shortfalls****18** Contributions made to the plan for the plan year by employer(s) and employees:

| (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|--------------------------|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
|                          |                                   |                                 |                          |                                   |                                 |
| <b>Totals ▶</b>          |                                   |                                 | <b>18(b)</b>             |                                   | <b>18(c)</b>                    |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|                                                                                                                         |            |   |
|-------------------------------------------------------------------------------------------------------------------------|------------|---|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0 |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0 |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 0 |

**20** Quarterly contributions and liquidity shortfalls:

|                                                                                                                         |                              |                                        |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------------------|
| <b>a</b> Did the plan have a "funding shortfall" for the prior year? .....                                              | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| <b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ..... | <input type="checkbox"/> Yes | <input type="checkbox"/> No            |
| <b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:                         |                              |                                        |
| Liquidity shortfall as of end of quarter of this plan year                                                              |                              |                                        |
| (1) 1st                                                                                                                 | (2) 2nd                      | (3) 3rd                                |
|                                                                                                                         |                              |                                        |
|                                                                                                                         |                              |                                        |
|                                                                                                                         |                              |                                        |

**Part V Assumptions Used to Determine Funding Target and Target Normal Cost**

|           |                                              |                                                                                                                                              |                        |                        |                                                     |    |
|-----------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------------|-----------------------------------------------------|----|
| <b>21</b> | Discount rate:                               |                                                                                                                                              |                        |                        |                                                     |    |
|           | <b>a</b> Segment rates:                      | 1st segment:<br>5.07 %                                                                                                                       | 2nd segment:<br>5.31 % | 3rd segment:<br>5.50 % | <input type="checkbox"/> N/A, full yield curve used |    |
|           | <b>b</b> Applicable month (enter code) ..... |                                                                                                                                              |                        |                        | <b>21b</b>                                          | 4  |
| <b>22</b> | Weighted average retirement age .....        |                                                                                                                                              |                        |                        | <b>22</b>                                           | 63 |
| <b>23</b> | Mortality table(s) (see instructions)        | <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute |                        |                        |                                                     |    |

**Part VI Miscellaneous Items**

|           |                                                                                                                                                              |           |                                         |                                        |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------|----------------------------------------|
| <b>24</b> | Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. .... |           | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| <b>25</b> | Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ....                                      |           | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| <b>26</b> | Demographic and benefit information                                                                                                                          |           |                                         |                                        |
|           | <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ....                   |           | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            |
|           | <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...             |           | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| <b>27</b> | If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment. ....                                   | <b>27</b> |                                         |                                        |

**Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**

|           |                                                                                                                            |           |   |
|-----------|----------------------------------------------------------------------------------------------------------------------------|-----------|---|
| <b>28</b> | Unpaid minimum required contributions for all prior years .....                                                            | <b>28</b> | 0 |
| <b>29</b> | Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) ..... | <b>29</b> | 0 |
| <b>30</b> | Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                    | <b>30</b> | 0 |

**Part VIII Minimum Required Contribution For Current Year**

|           |                                                                                                                                                                            |                     |                    |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------|
| <b>31</b> | Target normal cost and excess assets (see instructions):                                                                                                                   |                     |                    |
|           | <b>a</b> Target normal cost (line 6c) .....                                                                                                                                | <b>31a</b>          | 4,000              |
|           | <b>b</b> Excess assets, if applicable, but not greater than line 31a .....                                                                                                 | <b>31b</b>          | 4,000              |
| <b>32</b> | Amortization installments:                                                                                                                                                 | Outstanding Balance | Installment        |
|           | <b>a</b> Net shortfall amortization installment .....                                                                                                                      | 0                   | 0                  |
|           | <b>b</b> Waiver amortization installment .....                                                                                                                             | 0                   | 0                  |
| <b>33</b> | If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... | <b>33</b>           |                    |
| <b>34</b> | Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) .....                                                         | <b>34</b>           | 0                  |
|           |                                                                                                                                                                            | Carryover balance   | Prefunding balance |
| <b>35</b> | Balances elected for use to offset funding requirement .....                                                                                                               |                     | 0                  |
| <b>36</b> | Additional cash requirement (line 34 minus line 35) .....                                                                                                                  | <b>36</b>           | 0                  |
| <b>37</b> | Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....                                                  | <b>37</b>           | 0                  |
| <b>38</b> | Present value of excess contributions for current year (see instructions)                                                                                                  |                     |                    |
|           | <b>a</b> Total (excess, if any, of line 37 over line 36) .....                                                                                                             | <b>38a</b>          | 0                  |
|           | <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....                                                      | <b>38b</b>          | 0                  |
| <b>39</b> | Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....                                                                      | <b>39</b>           | 0                  |
| <b>40</b> | Unpaid minimum required contributions for all years .....                                                                                                                  | <b>40</b>           | 0                  |

**Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)**

|           |                                                                                                                                                                                                                                                                                                        |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>41</b> | If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## ER Wagner Pension Equity Plan

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### Appendix C – Other Attachments to Schedule SB of Form 5500

*For attachment to 2025 Schedule SB, Line 22 – Description of Weighted Average Retirement Age  
EIN 39-0683640 / PN 001*

#### Weighted Average Retirement Age

| Age                              | Estimated Plan Participants | Percentage Expected to Retire | Number Expected to Retire | Weighted Factor |
|----------------------------------|-----------------------------|-------------------------------|---------------------------|-----------------|
| 55                               | 100.00                      | 2%                            | 2.00                      | 110.00          |
| 56                               | 98.00                       | 2%                            | 1.96                      | 109.76          |
| 57                               | 96.04                       | 2%                            | 1.92                      | 109.49          |
| 58                               | 94.12                       | 2%                            | 1.88                      | 109.18          |
| 59                               | 92.24                       | 2%                            | 1.84                      | 108.84          |
| 60                               | 90.39                       | 2%                            | 1.81                      | 108.47          |
| 61                               | 88.58                       | 2%                            | 1.77                      | 108.07          |
| 62                               | 86.81                       | 15%                           | 13.02                     | 807.36          |
| 63                               | 73.79                       | 10%                           | 7.38                      | 464.88          |
| 64                               | 66.41                       | 10%                           | 6.64                      | 425.03          |
| 65                               | 59.77                       | 100%                          | 59.77                     | 3885.08         |
|                                  |                             |                               | 100.00                    | 6346.16         |
| Weighted Average Retirement Age: |                             |                               |                           | 63.46           |

## ER Wagner Pension Equity Plan

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### Appendix C – Other Attachments to Schedule SB of Form 5500

*For attachment to 2025 Schedule SB, Line 26 – Schedule of Active Participant Data*  
*EIN 39-0683640 / PN 001*

#### Active Participant Age/Service Distribution

| Age   | Years of Credit Service |     |     |       |       |       |       |       |       |     | Total |
|-------|-------------------------|-----|-----|-------|-------|-------|-------|-------|-------|-----|-------|
|       | <1                      | 1-4 | 5-9 | 10-14 | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | >40 |       |
| <25   |                         |     |     |       |       |       |       |       |       |     | 0     |
| 25-29 |                         |     |     |       |       |       |       |       |       |     | 0     |
| 30-34 |                         |     |     |       |       |       |       |       |       |     | 0     |
| 35-39 |                         |     |     |       |       |       |       |       |       |     | 0     |
| 40-44 |                         | 1   |     |       |       |       |       |       |       |     | 1     |
| 45-49 |                         |     | 1   |       |       |       |       |       |       |     | 1     |
| 50-54 |                         |     | 1   |       |       |       |       |       |       |     | 1     |
| 55-59 |                         |     |     |       |       |       |       |       |       |     | 0     |
| 60-64 |                         |     |     |       |       |       | 1     |       |       |     | 1     |
| 65-69 |                         |     |     | 2     |       |       | 1     |       |       |     | 3     |
| >70   |                         |     |     |       |       |       |       |       |       |     | 0     |
| Total | 0                       | 1   | 2   | 2     | 0     | 0     | 2     | 0     | 0     | 0   | 7     |

# ER Wagner Pension Equity Plan

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## Appendix B – Summary of Actuarial Assumptions and Methods

*For attachment to 2025 Schedule SB, Part V – Actuarial Assumptions and Methods  
EIN 39-0683640 / PN 001*

**Actuarial Value of Assets:** 3-Year Asset Smoothing Method.

**Turnover:** Selected rates of termination are as follows:

| Age | Males  | Females |
|-----|--------|---------|
| 20  | 14.70% | 21.60%  |
| 30  | 4.30%  | 6.70%   |
| 40  | 2.00%  | 3.90%   |
| 50  | 0.70%  | 1.40%   |
| 55+ | 0.00%  | 0.00%   |

Given the small plan size (under 10 active participants), there is little credible experience to develop a plan-specific assumption. Therefore, it is reasonable to use the previous established turnover table above.

**Disability Incidence:** Selected rates of disability are as follows:

| Age | Males | Females |
|-----|-------|---------|
| 20  | 0.03% | 0.03%   |
| 30  | 0.03% | 0.04%   |
| 40  | 0.08% | 0.13%   |
| 50  | 0.33% | 0.40%   |
| 60  | 1.15% | 0.90%   |
| 65+ | 0.00% | 0.00%   |

The Plan population will not produce credible disability experience. With the minimal exposure within the current active population, current rates remain appropriate and alternative rates would not produce materially different results.

**Retirement:** The percentage of eligible employees expected to retire at each age are as follows:

| Age      |        |
|----------|--------|
| 55 to 61 | 2.0%   |
| 62       | 15.0%  |
| 63       | 10.0%  |
| 64       | 10.0%  |
| 65       | 100.0% |

Immediate commencement is assumed for vested active participants who terminate before retirement eligibility. Age 65 is assumed for terminated vested participants.

**Salary Scale (compounded annually):** N/A (Since benefits were frozen).

## ER Wagner Pension Equity Plan

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### Appendix B – Summary of Actuarial Assumptions and Methods (cont.)

|                                      |                                                                                                                     |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| <b>Future Increase in Wage Base:</b> | N/A                                                                                                                 |
| <b>Future Increase in CPI:</b>       | N/A                                                                                                                 |
| <b>Marital Status:</b>               | 80% of males and 80% of females are assumed to be married. Husbands are assumed to be three years older than wives. |
| <b>Assumed Form of Payment:</b>      | Participants are assumed to elect the normal form under the Plan.                                                   |
| <b>Expenses:</b>                     | Expenses of \$4,000 are assumed to be added to the normal cost.                                                     |
| <b>Plan Benefits Not Considered:</b> | None.                                                                                                               |

#### Funding Assumptions

##### **For Minimum Funding and AFTAP (ARP Rates)**

##### **Funding Target Discount Rates:**

|                       |       |
|-----------------------|-------|
| <b>Years 0 to 5:</b>  | 5.07% |
| <b>Years 6 to 20:</b> | 5.31% |
| <b>Years 21 on:</b>   | 5.50% |

##### **For Maximum Deductible Contribution (PPA Rates) Funding Target**

##### **Discount Rates:**

|                       |       |
|-----------------------|-------|
| <b>Years 0 to 5:</b>  | 5.07% |
| <b>Years 6 to 20:</b> | 5.33% |
| <b>Years 21 on:</b>   | 5.36% |

|                         |                                                                |
|-------------------------|----------------------------------------------------------------|
| <b>Mortality Table:</b> | 2025 IRS Small Plan Combined Static Mortality Table (dynamic). |
|-------------------------|----------------------------------------------------------------|

# ER Wagner Pension Equity Plan

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## Appendix A – Summary of Principal Plan Provisions

*For attachment to 2025 Schedule SB, Part V – Summary of Plan Provisions  
EIN 39-0683640 / PN 001*

|                                      |                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Original Effective Date:</b>      | January 1, 1971.                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Last Restatement:</b>             | January 1, 2016.                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Subsequent Amendments:</b>        | 1 <sup>st</sup> Amendment – Lump Sum Window available to participants terminated before January 1, 1999 and paid before January 1, 2018. Signed: December 28, 2017.                                                                                                                                                                                                                         |
| <b>Eligible Employee:</b>            | All employees compensated on a salaried basis and not covered by any collective bargaining agreement.                                                                                                                                                                                                                                                                                       |
| <b>Participation:</b>                | All eligible employees shall enter the plan on their date of hire.                                                                                                                                                                                                                                                                                                                          |
| <b>Vesting Service:</b>              | Years and daily fractions of employment with the company. Prior to January 1, 2008, a participant will be 100% vested at the earlier of age 65 or 5 years of vesting service. After January 1, 2008, a participant will be 100% vested at the earlier of age 65 or 3 years of vesting service.                                                                                              |
| <b>Credited Service:</b>             | Years and dialing fractions of employment with the company, until August 1, 2006.                                                                                                                                                                                                                                                                                                           |
| <b>Average Monthly Compensation:</b> | Average monthly earnings during the highest five consecutive years of service out of the last ten years. The Average Monthly Compensation is frozen as of February 28, 2010.                                                                                                                                                                                                                |
| <b>Normal Retirement Date:</b>       | First of the month coinciding with or next following attainment of age 65.                                                                                                                                                                                                                                                                                                                  |
| <b>Early Retirement Date:</b>        | Effective January 1, 2008, three years of Vesting Service. (Previously five years).                                                                                                                                                                                                                                                                                                         |
| <b>Disability Date:</b>              | Same as Early Retirement.                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Regular Benefit Amount:</b>       | <p>A lump sum equal to 8% of Average Annual Compensation, plus 5% of Average Annual Compensation in excess of Covered Compensation, multiplied by credited service up to a maximum of 35 years.</p> <p>Credit Service was frozen as of August 1, 2006, and Average Annual Compensation was frozen as of February 28, 2010, and Covered Compensation was frozen as of December 31, 2009.</p> |

# ER Wagner Pension Equity Plan

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## Appendix A – Summary of Principal Plan Provisions (cont.)

|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Early Retirement Amount:</b>             | The greater of the unreduced Regular Benefit Amount and the Actuarial Equivalent of the Participant's age 65 Straight Life annuity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Late Retirement Amount:</b>              | The greater of the unreduced Regular Benefit Amount and the Actuarial Equivalent of the Participant's age 65 retirement benefit.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Disability Amount:</b>                   | Same as the Early Retirement Amount.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Pre-Retirement Death Benefit Amount:</b> | If a participant dies before completing three years of Vesting Service, a benefit equal to the Early Retirement Amount is payable to the surviving spouse, designated beneficiary, or estate.                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Vesting Schedule:</b>                    | Effective January 1, 2008, a Participant will be entitled to receive benefits under the Plan after he has accumulated three years of Vesting Service or has terminated employment with the Company after reaching age 65.                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Normal Form of Benefit:</b>              | Lump Sum.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Optional Benefit Forms:</b>              | <p>Benefits which are actuarially equivalent to the normal form may be paid in alternative forms, if approved by the participant and spouse:</p> <ul style="list-style-type: none"><li>a) Life annuity.</li><li>b) Life annuity with 120 months certain.</li><li>c) Joint and 50% Contingent Annuity.</li><li>d) Joint and 75% Contingent Annuity.</li><li>e) Joint and 100% Contingent Annuity.</li><li>f) Lump Sum Distribution.</li></ul> <p>For payments that commence prior to age 65 or age 60 and 15 years of service, only the Life Annuity, Joint and 50% and 75% Contingent Annuity and Lump Sum options are available.</p> |
| <b>Actuarial Equivalence:</b>               | <p>Optional forms of benefit will be determined on the basis of 7% interest and the 1984 UP Mortality Table set back one year for participants and set back two years for contingent annuitants.</p> <p>Lump sums use the PPA-mandated rate for the month of November preceding the plan year of distribution.</p>                                                                                                                                                                                                                                                                                                                    |
| <b>Changes Since Last Year:</b>             | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |