

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2025 This Form is Open to Public Inspection
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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: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan VAISALA INC. 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 04/01/1983
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) VAISALA INC. 194 SOUTH TAYLOR AVE LOUISVILLE, CO 80027
2b	Employer Identification Number (EIN) 04-2731916
2c	Plan Sponsor's telephone number 303-499-1701
2d	Business code (see instructions) 334500

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	08/31/2026	ANDREW JAMISON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 574
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 374 6a(2) 368 6b 3 6c 210 6d 581 6e 2 6f 583 6g(1) 517 6g(2) 563 6h 1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2G 2J 2K 2S 2T 2E 3D 2F 2R

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan VAISALA INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 VAISALA INC.	D Employer Identification Number (EIN) 04-2731916	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

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

WELLSPRING FINANCIAL PARTNERS

45-2984270

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	79361	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	59407	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

CLIFTONLARSONALLEN LLP

41-0746749

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	10000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part I Service Provider Information (continued)

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
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For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan VAISALA INC. 401(K) PLAN	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 VAISALA INC.	D Employer Identification Number (EIN) 04-2731916	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	MIP CL 2
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b Name of sponsor of entity listed in (a):	FIDELITY MANAGEMENT TRUST COMPANY
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c EIN-PN	04-3022712-024	d Entity code	C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	1884876
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
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c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II**Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection

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

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

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2131281	2588942
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	3598	3627
(B) Common	1c(4)(B)	2237754	2198516
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	461554	452031
(9) Value of interest in common/collective trusts	1c(9)	1742413	1884876
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	79375339	88887192
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	-17268	1405

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	85934671	96016589

Liabilities

1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

1l Net assets (subtract line 1k from line 1f)	1l	85934671	96016589
--	-----------	----------	----------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1465586	
(B) Participants	2a(1)(B)	3890600	
(C) Others (including rollovers)	2a(1)(C)	1366599	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		6722785
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	101905	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	39649	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		141554
(2) Dividends: (A) Preferred stock	2b(2)(A)	205	
(B) Common stock	2b(2)(B)	28782	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2331500	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2360487
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	12906252	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	12594188	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		312064
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	224985	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		224985

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		101491
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		11785836
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		21649202

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11946066	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		11946066
f Corrective distributions (see instructions)	2f		80565
g Certain deemed distributions of participant loans (see instructions)	2g		-2576
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	55816	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	79361	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	10000	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		145177
j Total expenses. Add all expense amounts in column (b) and enter total	2j		12169232

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		9479970
l Transfers of assets:			
(1) To this plan	2l(1)		601948
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☒		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☒		

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan VAISALA INC. 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 VAISALA INC.		D Employer Identification Number (EIN) 04-2731916
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2025 v. 250312		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

VAISALA, INC. 401(K) PLAN

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

**AS OF DECEMBER 31, 2025 AND 2024, AND
FOR THE YEAR ENDED DECEMBER 31, 2025**



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**VAISALA, INC. 401(K) PLAN
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AS OF DECEMBER 31, 2025 AND 2024, AND
FOR THE YEAR ENDED DECEMBER 31, 2025**

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INDEPENDENT AUDITORS' REPORT

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

Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Vaisala, Inc. 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Vaisala, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Vaisala, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Vaisala, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedule of (held at end of year) and schedule of delinquent participant contributions as of and for the year ended December 31, 2025 are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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



CliftonLarsonAllen LLP

Ontario, California
July 15, 2026

VAISALA, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
ASSETS		
INVESTMENTS (at Fair Value)	\$ 95,624,056	\$ 85,584,619
RECEIVABLES		
Employer Matching Contributions	192,721	75,594
Notes Receivable from Participants	452,031	464,130
Total Receivables	<u>644,752</u>	<u>539,724</u>
Total Assets	96,268,808	86,124,343
LIABILITIES		
EXCESS CONTRIBUTIONS PAYABLE	<u>-</u>	<u>80,565</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 96,268,808</u></u>	<u><u>\$ 86,043,778</u></u>

See accompanying Notes to Financial Statements.

VAISALA, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2025

ADDITIONS:

INVESTMENT INCOME

Net Appreciation in Fair Value of Investments	\$ 12,456,995
Interest and Dividends	<u>2,377,769</u>
Total Investment Gain	14,834,764

**INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS**

39,649

CONTRIBUTIONS

Employee 401(k) Deferral	3,890,600
Employer Matching	1,582,713
Rollover	<u>1,366,599</u>
Total Contributions	<u>6,839,912</u>

Total Additions 21,714,325

DEDUCTIONS:

BENEFITS PAID TO PARTICIPANTS 11,946,066

ADMINISTRATIVE EXPENSES 145,177

Total Deductions 12,091,243

NET INCREASE 9,623,082

TRANSFER FROM MERGED PLAN 601,948

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of Year 86,043,778

End of Year \$ 96,268,808

See accompanying Notes to Financial Statements.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 1 DESCRIPTION OF PLAN

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

General

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

Eligibility

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

Contributions

Eligible participants are permitted to elect to have a percentage, limited to 60% of their compensation contributed as pretax 401(k), Roth, or after-tax contributions to the Plan. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 6% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant. Participants currently with a deferral rate greater than zero will have that deferral increased annually by 1% until a deferral rate of 10% is reached. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

The Employer may, at its discretion, elect to make a nonelective contribution to the Plan. There were no discretionary nonelective Employer contributions made during 2025. Effective January 1, 2025, the Employer makes a 401(k) Safe Harbor matching contribution of 100% of the first 3% of eligible participant compensation contributed to the Plan and 50% of the next 2% of eligible participant compensation contributed to the Plan.

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Contributions (Continued)

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

Participant Accounts

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

Vesting

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

Notes Receivable from Participants

Participants may borrow from their accounts up to \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates commensurate with local prevailing rates as determined by the Plan administrator at loan inception. Interest rates range from 5.25% to 10.50% during the years ended December 31, 2025 and 2024. Principal and interest is paid ratably through payroll deductions.

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 1 DESCRIPTION OF PLAN (CONTINUED)

Benefit Payments

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

Forfeitures

Forfeited nonvested accounts can be used to pay administrative expenses and to reduce future Employer contributions. Forfeited nonvested accounts as of December 31, 2025 and 2024, totaled \$1,004 and \$1,551, respectively. There were \$10,714 of forfeitures used to pay administrative expenses for the year ended December 31, 2025. There were no forfeitures used to reduce Employer contributions for the year ended December 31, 2025.

Plan Merger

On February 26, 2025, the Board of Directors authorized the merger of assets into the Plan from Speedwell Weather Corp 401(k) Plan. The Plan merger was effective March 15, 2025, and assets in the amount of \$601,948 were transferred into the Plan.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

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

**VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024**

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition (Continued)

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Related fees are recorded as administrative expenses and are expended when they are incurred. No allowance for doubtful accounts has been recorded as of December 31, 2025 and 2024. Delinquent notes receivables are recorded as distribution on the basis of the terms of the plan document.

Contributions

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

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

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

Subsequent Events

The Plan has evaluated subsequent events through July 15, 2026, the date the financial statements were available to be issued.

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION

Fidelity Management Trust Company, qualified institution of the plan, has supplied the Plan administrator with a certification as of the completeness and accuracy of investments and notes receivable from participants as of December 31, 2025 and 2024, and investment income and interest income on notes receivable from participants for the year ended December 31, 2025, in the accompanying financial statements and ERISA-required supplemental schedule.

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

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

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

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

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

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

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 4 FAIR VALUE MEASUREMENTS (CONTINUED)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the valuation methodologies used at December 31, 2025 and 2024.

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

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

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

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

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

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

2025				
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,944,374	\$ -	\$ 1,944,374
Mutual Fund	87,546,780	-	-	87,546,780
Money Market Fund	1,193,031	-	-	1,193,031
Self-Directed Brokerage Accounts	4,939,871	-	-	4,939,871
Total Investments at Fair Value	<u>\$ 93,679,682</u>	<u>\$ 1,944,374</u>	<u>\$ -</u>	<u>\$ 95,624,056</u>
2024				
	Level 1	Level 2	Level 3	Total
Common Collective Trust Fund	\$ -	\$ 1,853,915	\$ -	\$ 1,853,915
Mutual Fund	78,139,332	-	-	78,139,332
Money Market Fund	1,223,428	-	-	1,223,428
Self-Directed Brokerage Accounts	4,367,944	-	-	4,367,944
Total Investments at Fair Value	<u>\$ 83,730,704</u>	<u>\$ 1,853,915</u>	<u>\$ -</u>	<u>\$ 85,584,619</u>

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 5 RISKS AND UNCERTAINTIES

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

NOTE 6 PLAN TERMINATION

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

NOTE 7 PLAN TAX STATUS

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

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

NOTE 8 PARTY-IN-INTEREST

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

VAISALA, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 AND 2024

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2025</u>	<u>2024</u>
Net Assets Available for Benefits per		
Financial Statements	\$ 96,268,808	\$ 86,043,778
Current Year Contributions Receivable	(192,721)	(75,594)
Defaulted Loans	-	(2,576)
Excess Contributions Payable	-	80,565
Adjustment from Fair Value to Contract Value		
for Interest in Common Collective Trust Fund	(59,498)	(111,502)
Net Assets Available for Benefits per Form 5500	<u>\$ 96,016,589</u>	<u>\$ 85,934,671</u>

The following is a reconciliation of the net increase in net assets per the financial statements to Form 5500 for the year ended December 31, 2025:

Net Increase in Net Assets Available for	
Benefits per Financial Statements	\$ 9,623,082
Change in Contributions Receivable	(117,127)
Change in Defaulted Loan	2,576
Change in Excess Contributions Payable	(80,565)
Net Adjustment from Fair Value to Contract Value	
for Interest in Common Collective Trust Fund	<u>52,004</u>
Net Increase in Net Assets Available for	
Benefits per Form 5500	<u>\$ 9,479,970</u>

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
	<u>Common Collective Trust Fund:</u>			
*	Fidelity Investments	Managed Income Portfolio		\$ 1,884,876
	<u>Money Market Fund:</u>			
*	Fidelity Investments	GOVT Money Market		1,193,031
	<u>Mutual Funds:</u>			
	Vanguard	Growth		11,254,545
*	Fidelity Investments	500 Index		10,620,507
	Vanguard	Target Retirement 2030		7,242,885
	Vanguard	Target Retirement 2035		8,802,952
	Vanguard	Target Retirement 2025		3,938,113
	Vanguard	Target Retirement 2040		6,838,293
	Vanguard	Target Retirement 2045		7,235,350
	Vanguard	Target Retirement 2020		3,136,277
	Vanguard	Mid Cap		3,478,452
	Vanguard	Total Bond		3,094,268
	Vanguard	Small Cap Growth		1,744,879
	DFA	International Core		3,249,225
	Vanguard	Target Retirement 2050		4,228,067
	Vanguard	Value		1,586,704
	DFA	US Core		1,914,389
	Vanguard	Target Retirement 2055		3,432,600
*	Fidelity Investments	Inflation Protected Bond		1,068,942
	Vanguard	Target Retirement Inc		707,946
	DFA	EMRG Market Core		631,861
	DFA	5 Year GLB FX INC		525,983
	Vanguard	Target Retirement 2060		1,731,842
	Vanguard	Target Retirement 2065		439,223
*	Fidelity Investments	Real Estate		189,089
	Vanguard	SMCPVL		95,605
*	Fidelity Investments	Small Cap		150,792
	Vanguard	Target Retirement 2070		207,991
		Total Mutual Funds		<u>87,546,780</u>
	<u>Self-Directed Brokerage Accounts:</u>			
*	Fidelity Investments	Self-Directed Brokerage Accounts (See attachment)		4,939,871
*	Participants	Participant Loans Rates from 5.25% to 10.50%	-	<u>452,031</u>
				<u><u>\$ 96,016,589</u></u>

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

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

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
	CASH				
316067107	FIDELITY CASH RESERVES CERT. OF DEP.	1,185,748.770	\$1.00	\$1,185,748.77	\$1,185,748.77
05890QDX9	BANC OF CALIF LOS ANGE CD	50,000.000	\$1.00	\$50,015.00	\$50,000.00
06051XXH0	BANK OF AMERICA NA CD	10,000.000	\$1.00	\$10,009.00	\$10,000.00
06051XXM9	BANK OF AMERICA NA CD	1,000.000	\$1.00	\$1,002.60	\$1,000.00
06051XYE6	BANK OF AMERICA NA CD	10,000.000	\$1.00	\$10,000.00	\$10,000.00
337158CL1	FIRST HORIZON BK MEMPHIS TENN CD	32,000.000	\$1.00	\$32,035.20	\$32,000.00
61776NTJ2	MORGAN STANLEY PRIVATE BK NATL CD	1,000.000	\$1.01	\$1,008.00	\$1,000.00
740367WL7	PREFERRED BK LOS ANGELES CA CD	10,000.000	\$1.00	\$10,026.00	\$10,000.00
78658RRD5	SAFRA NATL BANK NEW YORK NY CD	10,000.000	\$1.00	\$10,011.00	\$10,000.00
86368LAT5	STRYV BK WICHITA KANS CD	25,000.000	\$1.00	\$25,007.50	\$25,000.00
949764QY3	WELLS FARGO BANK NATL ASSN CD	25,000.000	\$1.00	\$25,027.50	\$25,000.00
949764QZ0	WELLS FARGO BANK NATL ASSN CD	25,000.000	\$1.00	\$25,007.50	\$25,000.00
045491WX1	ASSOCIATED BK NATL ASSN GREEN CD	10,000.000	\$1.00	\$10,007.00	\$10,000.00
61690D6Y9	MORGAN STANLEY BK N A CD	1,000.000	\$1.01	\$1,006.10	\$1,000.00
	COMMON STOCK				
G29183103	EATON CORP PLC COM USD0.50	251.013	\$318.51	\$79,950.15	\$26,229.64
G54950103	LINDE PLC COM EURO.001	15.000	\$426.39	\$6,395.85	\$6,486.04
G7997R103	SEAGATE TECHNOLOGY HLDGS PUB LTD CO	147.875	\$275.39	\$40,723.30	\$6,938.37
N6596X109	NXP SEMICONDUCTORS N V EURO.20	40.000	\$217.06	\$8,682.40	\$8,460.28
Q4982L109	IRIS ENERGY LTD COM NPV	500.000	\$37.77	\$18,885.00	\$22,801.00
Y0207T100	ARDMORE SHIPPING CORP COM USD0.01	734.764	\$10.59	\$7,781.15	\$12,355.28
00287Y109	ABBVIE INC COM USD0.01	12.000	\$228.49	\$2,741.88	\$2,718.36
02209S103	ALTRIA GROUP INC NFS LLC IS A	397.242	\$57.66	\$22,904.97	\$17,576.16
023135106	AMAZON.COM INC NFS LLC IS A MARKET	226.000	\$230.82	\$52,165.32	\$39,608.81
032797300	ANAVEX LIFE SCIENCES CORP COM NEW	120.000	\$3.56	\$427.20	\$2,241.78
03769M106	APOLLO GLOBAL MGMT INC COM	150.777	\$144.76	\$21,826.48	\$19,418.52
037833100	APPLE COMPUTER INC NFS LLC IS A MARKET	317.367	\$271.86	\$86,279.39	\$43,621.93
038169207	APPLIED BLOCKCHAIN INC COM NEW	2,000.000	\$24.52	\$49,040.00	\$46,000.00
03945R102	ARCHER AVIATION INC COM CL A	851.000	\$7.52	\$6,399.52	\$11,503.22
040413205	ARISTA NETWORKS INC COM SHS	400.000	\$131.03	\$52,412.00	\$54,000.00
09175A206	BITMINE IMMERSION TECNOLOGIES COM NEW	400.141	\$27.15	\$10,863.83	\$13,704.00
09260D107	BLACKSTONE GROUP INC COM CL A	201.793	\$154.14	\$31,104.37	\$37,289.80
09290D101	BLACKROCK INC COM	8.000	\$1,070.34	\$8,562.72	\$7,933.26
097023105	BOEING CO NFS IS A SPECIALIST	191.000	\$217.12	\$41,469.92	\$39,802.92
11135F101	BROADCOM INC COM	380.448	\$346.10	\$131,673.05	\$17,199.59
126650100	CVS CORP DEL NFS LLC IS A	666.672	\$79.36	\$52,907.09	\$52,042.73
13321L108	CAMECO CORP	100.203	\$91.49	\$9,167.57	\$8,230.13
14040H105	CAPITAL ONE FINANCIAL CORP	59.000	\$242.36	\$14,299.24	\$10,558.99
148929102	CAVA GROUP INC COM	45.000	\$58.69	\$2,641.05	\$2,550.35
166764100	CHEVRONTXACO CORP	44.000	\$152.41	\$6,706.04	\$6,563.33
172573107	CIRCLE INTERNET GROUP INC COM CL A	160.000	\$79.30	\$12,688.00	\$15,426.43
17275R102	CISCO SYS INC NFS LLC IS A MARKET	80.000	\$77.03	\$6,162.40	\$5,419.28
18914F103	CLOVER HEALTH INVESTMENTS CORP COM	129.000	\$2.35	\$303.15	\$2,045.94
191216100	COCA COLA CO NFS IS A SPECIALIST	186.312	\$69.91	\$13,025.07	\$9,233.01
19260Q107	COINBASE GLOBAL INC COM CL A	200.000	\$226.14	\$45,228.00	\$62,000.00
21873S108	COREWEAVE INC COM CL A	501.000	\$71.61	\$35,876.61	\$45,083.25
219350105	CORNING INC NFS IS A SPECIALIST	85.000	\$87.56	\$7,442.60	\$7,216.77
22160K105	COSTCO WHOLESALE CORP	53.992	\$862.34	\$46,559.46	\$28,082.68
22788C105	CROWDSTRIKE HLDGS INC CL A	29.000	\$468.76	\$13,594.04	\$9,927.95
235851102	DANAHER CORP	39.000	\$228.92	\$8,927.88	\$8,775.85
24703L202	DELL TECHNOLOGIES INC CL C	86.000	\$125.88	\$10,825.68	\$10,521.16
25063F107	DESTINY TECH100 INC COM SHS	930.000	\$30.63	\$28,485.90	\$33,359.84
260003108	DOVER CORP NFS IS A SPECIALIST	63.000	\$195.24	\$12,300.12	\$11,471.48
29250N105	ENBRIDGE INC	421.000	\$47.83	\$20,136.43	\$20,018.55
29362U104	ENTEGRIS INC	0.274	\$84.23	\$23.08	\$27.63
30303M102	FACEBOOK INC COM USD0.000006 CL A	19.000	\$660.09	\$12,541.71	\$9,014.71
311900104	FASTENAL CO	975.622	\$40.13	\$39,151.71	\$19,003.74
31428X106	FEDEX CORP NFS LLC IS A	40.000	\$288.86	\$11,554.40	\$11,440.00

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
36266G107	GE HEALTHCARE TECHNOLOGIES INC	200.000	\$82.02	\$16,404.00	\$15,102.05
36317J209	GALAXY DIGITAL INC. CL A	700.000	\$22.36	\$15,652.00	\$24,610.15
36828A101	GE VERNOVA INC COM	198.259	\$653.57	\$129,576.13	\$58,053.41
37045V100	GENERAL MOTORS CO COM USD0.01	167.756	\$81.32	\$13,641.92	\$5,692.45
38141G104	GOLDMAN SACHS GROUP INC	15.000	\$879.00	\$13,185.00	\$8,353.44
437076102	HOME DEPOT INC NFS IS A SPECIALIST	29.000	\$344.10	\$9,978.90	\$10,963.20
438516106	HONEYWELL INTL INC	45.000	\$195.09	\$8,779.05	\$9,703.83
478160104	JOHNSON & JOHNSON NFS IS A SPECIALIST	350.151	\$206.95	\$72,463.75	\$55,448.46
501044101	KROGER CO NFS LLC IS A	211.397	\$62.48	\$13,208.08	\$10,215.50
532457108	LILLY ELI & CO NFS IS A SPECIALIST	12.000	\$1,074.68	\$12,896.16	\$7,298.66
565788106	MARATHON DIGITAL HOLDINGS INC COM	3,400.000	\$8.98	\$30,532.00	\$51,000.00
594918104	MICROSOFT CORP NFS LLC IS A MARKET	167.601	\$483.62	\$81,055.20	\$61,443.41
63010H108	NANO NUCLEAR ENERGY INC COM	1,500.000	\$24.01	\$36,015.00	\$48,000.00
670100205	NOVO NORDISK A/S ADR FMLY NOVO	302.798	\$50.88	\$15,406.36	\$15,761.25
67066G104	NVIDIA CORP NFS LLC IS A MARKET	485.123	\$186.50	\$90,475.44	\$51,146.63
67079K100	NUSCALE PWR CORP CL A COM	620.000	\$14.17	\$8,785.40	\$13,677.11
697435105	PALO ALTO NETWORKS INC COM USD0.0001	180.000	\$184.20	\$33,156.00	\$32,835.28
713448108	PEPSICO INC NFS IS A SPECIALIST	137.762	\$143.52	\$19,771.60	\$20,941.31
717081103	PFIZER INC NFS IS A SPECIALIST	1,545.338	\$24.90	\$38,478.92	\$43,921.57
72703H101	PLANET FITNESS INC CL A	166.371	\$108.47	\$18,046.26	\$12,589.97
742718109	PROCTER & GAMBLE CO NFS IS A SPECIALIST	135.639	\$143.31	\$19,438.43	\$20,415.27
74743L100	QNITY ELECTRONICS INC COMMON STOCK	96.000	\$81.65	\$7,838.40	\$2,282.90
75513E101	RAYTHEON TECHNOLOGIES CORP	204.449	\$183.40	\$37,495.95	\$14,503.83
76655K103	RIGETTI COMPUTING INC COMMON STOCK	178.000	\$22.15	\$3,942.70	\$5,281.90
771049103	ROBLOX CORP CL A	111.803	\$81.03	\$9,059.40	\$10,602.40
773121108	ROCKET LAB CORP COM	77.000	\$69.76	\$5,371.52	\$5,014.78
819047101	SHAKE SHACK INC CL A	123.000	\$81.17	\$9,983.91	\$10,071.23
83443Q103	SOLSTICE ADVANCED MATLS INC COM SHS	77.000	\$48.58	\$3,740.66	\$2,988.20
836100107	SOUNDHOUND AI INC CLASS A COM	4,000.000	\$9.97	\$39,880.00	\$52,000.00
855244109	STARBUCKS CORP NFS LLC IS A MARKET	98.000	\$84.21	\$8,252.58	\$8,508.67
871607107	SYNOPSIS INC NFS LLC IS A MARKET	60.000	\$469.72	\$28,183.20	\$28,374.00
872540109	TJX COMPANIES INC	60.000	\$153.61	\$9,216.60	\$7,318.01
882681109	TEXAS ROADHOUSE INC COM CL A	155.000	\$166.00	\$25,730.00	\$26,782.30
882927437	THEMES ETF TR LEVERAGE 2X LONG	500.000	\$27.09	\$13,545.00	\$12,974.72
907818108	UNION PACIFIC CORP NFS LLC IS A	83.564	\$231.32	\$19,330.02	\$20,237.44
91324P102	UNITEDHEALTH GROUP NFS IS A SPECIALIST	65.325	\$330.11	\$21,564.44	\$21,283.86
91733P107	USA RARE EARTH INC COM	3,000.000	\$11.90	\$35,700.00	\$48,000.00
92537N108	GS ACQUISITION HLDGS CORP COM CL A	54.000	\$162.01	\$8,748.54	\$8,534.64
92826C839	VISA INC COM CL A	51.996	\$350.71	\$18,235.52	\$10,447.80
931142103	WAL-MART STORES INC NFS IS A SPECIALIST	353.917	\$111.41	\$39,429.89	\$13,109.50
94106L109	WASTE MANAGEMENT INC NFS LLC IS A	73.299	\$219.71	\$16,104.52	\$8,898.01
949746101	WELLS FARGO & CO NEW	529.794	\$93.20	\$49,376.80	\$20,225.44
98138J503	WORKHORSE GROUP INC COM NEW	1.000	\$5.09	\$5.09	\$0.00
	EXTERNAL FUND				
23320G513	DFA INTERM EXTENDED QUALITY PORT INSTL	3,379.348	\$9.80	\$33,117.61	\$36,006.41
23320G521	DFA SHORT TERM EXTENDED QUAL INSTL	1,548.667	\$10.44	\$16,168.08	\$16,757.32
233203595	US TARGETED VALUE PORT FD	222.756	\$36.98	\$8,237.52	\$3,769.18
233203827	DIMENSIONAL ADVISOR US LARGE CAPITAL VAL	92.444	\$56.31	\$5,205.52	\$3,043.20
922908660	VANGUARD GROWTH INDEX ADMIRAL	123.488	\$251.14	\$31,012.78	\$15,959.34
742935489	THE OSTERWEIS STRATEGIC INCOME FD	8,781.877	\$11.21	\$98,444.84	\$99,349.02
90291A874	USAA SCIENCE & TECHNOLOGY CL A	1,360.129	\$30.38	\$41,320.72	\$33,514.14
921937702	VANGUARD SHORT TERM BOND INDEX ADMIRAL	1,202.457	\$10.34	\$12,433.41	\$11,992.28
233203884	DIMENSIONAL ADVISOR GLOBAL FIXED INCOME	3,881.099	\$10.04	\$38,966.23	\$41,962.40
	FIDELITY FUND				
316146182	FIDELITY SMALL CAP INDEX INSTL PREMIUM	12.933	\$30.93	\$400.02	\$408.30
31635T708	FIDELITY ZERO TOTAL MARKET INDEX	138.550	\$23.64	\$3,275.32	\$2,920.44
315911750	FIDELITY 500 INDEX INSTITUTIONAL PREM	470.886	\$237.72	\$111,939.02	\$70,639.93
315911743	FID EXTENDED MARKET INDEX INSTL PREMIUM	3.975	\$100.67	\$400.16	\$408.32
315911727	FIDELITY INTERNATL INDEX INSTL PREMIUM	6.690	\$60.80	\$406.75	\$408.32

VAISALA, INC. 401(K) PLAN
E.I.N. 04-2731916 PLAN NO. 001
SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2025

CUSIP #	SECURITY DESCRIPTION	SHARE BALANCE	PRICE	TOTAL MARKET VALUE	HISTORICAL COST
315911693	FID TOTAL MKT INDEX INSTL PREMIUM CLASS OPTION	225.722	\$186.84	\$42,173.90	\$15,659.39
8255099GG	CALL (USAR) USA RARE EARTH INC	(30.000)	\$5.00	(\$150.00)	\$0.00
8369569CW	CALL (ANET) ARISTA NETWORKS INC	(4.000)	\$182.00	(\$728.00)	\$0.00
8370109MI	CALL (COIN) COINBASE GLOBAL INC	(2.000)	\$36.00	(\$72.00)	\$0.00
8372259FF	CALL (SOUN) SOUNDHOUND AI INC	(40.000)	\$6.00	(\$240.00)	\$0.00
8163269VR	CALL (APLD) APPLIED DIGITAL CORP	(20.000)	\$23.00	(\$460.00)	\$0.00
7531029KE	PUT (SOFI) SOFI TECHNOLOGIES	(20.000)	\$50.00	(\$1,000.00)	\$0.00
7848209VR	CALL (MARA) MARA HOLDINGS, INC.	(34.000)	\$5.00	(\$170.00)	\$0.00
7947149CC	CALL (NNE) NANO NUCLEAR ENERGY	(15.000)	\$9.00	(\$135.00)	\$0.00
7591139GA	CALL (AVGO) BROADCOM INC COM PREFERRED STOCK	8.000	\$545.00	\$4,360.00	\$10,780.31
76882G503	RIVERNORTH DOUBLELINE STRATE UNIT	357.000	\$10.16	\$3,627.12	\$9,646.14
362397101	GABELLI EQUITY TR INC	3,630.217	\$6.17	\$22,398.44	\$20,831.86
316092402	FIDELITY MSCI ENERGY INDEX ETF	345.464	\$24.77	\$8,557.14	\$3,385.40
376546107	GLADSTONE INVT CORP	1,456.507	\$13.97	\$20,347.40	\$18,006.63
37960A669	GLOBAL X FDS SUPERDIVIDEND	1,356.266	\$24.03	\$32,591.07	\$46,409.32
38747R801	GRANITESHARES ETF TR 1.5X LNG COINBSE	800.000	\$14.65	\$11,720.00	\$15,088.21
42968F108	HIGH INCOME SECS FD SHS BEN INT	4,733.814	\$6.15	\$29,112.96	\$38,266.58
46090E103	INVESCO QQQ TR UNIT SER 1	201.659	\$614.31	\$123,881.14	\$68,717.86
464287689	ISHARES TR RUSSELL 3000 INDEX FD	467.005	\$386.85	\$180,660.88	\$114,674.37
464289180	ISHARES TRUST MSCI EUROPE FINL SECTOR	1,185.612	\$37.09	\$43,974.35	\$20,709.83
500767306	KRANESHARES TR CSI CHINA INTERNET ETF	250.000	\$34.05	\$8,512.50	\$8,703.50
529900102	LIBERTY ALL-STAR GROWTH FUND	3,251.385	\$5.30	\$17,232.34	\$11,212.78
64110Y108	NET LEASE OFFICE PROPERTIES COM	16.828	\$25.79	\$433.99	\$105.04
756109104	REALTY INCOME CORP (MARYLAND)	1,259.303	\$56.37	\$70,986.91	\$69,499.72
76882G107	RIVERNORTH DOUBLELINE STRATEGC	3,333.374	\$7.95	\$26,500.32	\$32,148.47
921909768	VANGUARD STAR FD VANGUARD TOTAL INTL	2,710.584	\$75.44	\$204,486.46	\$173,947.96
922042742	VANGUARD INTL EQUITY INDEX FDS TOTAL	226.577	\$141.06	\$31,960.95	\$23,974.30
315948109	FIDELITY WISE ORIGIN BITCOIN FUND	30.000	\$76.23	\$2,286.90	\$1,133.10
25460E232	DIREXION SHS ETF TR DAILY SM CP BEAR	40.105	\$7.51	\$301.19	\$5,015.65
14174T107	CARETRUST REIT INC COM	248.477	\$36.16	\$8,984.93	\$4,729.50
09257A108	BLACKROCK RES & COMMDITIES STRGY TR	564.855	\$10.98	\$6,202.11	\$4,833.69
03027X100	AMERICAN TOWER REIT COM USD0.01	46.853	\$175.57	\$8,225.98	\$10,193.12
36465A109	GAMCO GLOBAL GOLD NAT RES & INCOME	7,277.473	\$5.16	\$37,551.76	\$32,625.36
NET ASSETS :				\$4,939,870.96	

