

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 01/03/2025 and ending 01/01/2026		
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
	☐ special extension (enter description)	☐ the DFVC program
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 JND HOLDINGS ESOP	1b Three-digit plan number (PN) ▶	002
	1c Effective date of plan	01/03/2020
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) JND HOLDINGS, INC. 2301 JOHANNESON DR NW BEMIDJI, MN 56601	2b Employer Identification Number (EIN) 81-1397745	2c Plan Sponsor's telephone number 218-751-9644
	2d Business code (see instructions) 445110	

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.	09/02/2026	WAYNE MAISH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/02/2026	WAYNE MAISH
	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	5 639
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) 489 6a(2) 388 6b 15 6c 127 6d 530 6e 6 6f 536 6g(1) 543 6g(2) 536 6h 53
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:

2I 2P 2Q 3H 3I

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 0
- (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 _____
- (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 01/03/2025 and ending 01/01/2026		
A Name of plan JND HOLDINGS ESOP	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 JND HOLDINGS, INC.	D Employer Identification Number (EIN) 81-1397745	

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

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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)

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

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

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

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ 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
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(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 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 01/03/2025 and ending 01/01/2026		
A Name of plan JND HOLDINGS ESOP		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 JND HOLDINGS, INC.		D Employer Identification Number (EIN) 81-1397745

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	7230	7205
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	22825204	23152332
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	22832434	23159537

Liabilities

1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	10792337	10306794
1k Total liabilities (add all amounts in lines 1g through 1j)	1k	10792337	10306794

Net Assets

1l Net assets (subtract line 1k from line 1f)	1l	12040097	12852743
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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)	1077481	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1077481
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	327128	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		327128

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		1404609

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	241187	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		241187
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		350751
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	25	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		25
j Total expenses. Add all expense amounts in column (b) and enter total	2j		591963

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		812646
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **MILLER MCDONALD**

(2) EIN: **41-1281737**

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?	☒		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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 01/03/2025 and ending 01/01/2026					
A Name of plan JND HOLDINGS ESOP				B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 JND HOLDINGS, INC.				D Employer Identification Number (EIN) 81-1397745	
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	0
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): 42-0127290					
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
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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
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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 <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702474A</u> .	

JND HOLDINGS ESOP
BEMIDJI, MINNESOTA
FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR'S REPORT
JANUARY 1, 2026 AND JANUARY 2, 2025

JND HOLDINGS ESOP
BEMIDJI, MINNESOTA
JANUARY 1, 2026 AND JANUARY 2, 2025

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INDEPENDENT AUDITOR'S REPORT

**To the Trustees and Plan Administrator of
 JND Holdings Employee Stock Ownership Plan
 Bemidji, Minnesota**

Opinion

We have audited the accompanying financial statements of JND Holdings ESOP, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of January 1, 2026 and January 2, 2025, and the related statements of changes in net assets available for benefits for the 52 and 53 weeks then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of JND Holdings ESOP as of January 1, 2026 and January 2, 2025, and the changes in its net assets available for benefits for the 52 and 53 weeks then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of JND Holdings ESOP 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 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.

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 JND Holdings ESOP's ability to continue as a going concern for one year after the date 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 JND Holdings ESOP'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 JND Holdings ESOP's ability to continue as a going concern for a reasonable period of time.

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.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of January 1, 2026 is presented for purposes of additional analysis and is 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 has been subjected to the 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 generally accepted auditing standards.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Miller McDonald, Inc.

Bemidji, Minnesota
August 17, 2026

JND HOLDINGS ESOP
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
JANUARY 1, 2026 AND JANUARY 2, 2025

	<u>2025</u>			<u>2024</u>		
	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
<u>ASSETS</u>						
Investments at Fair Value						
Employer Common Stock	\$ 10,085,278	\$ 13,067,054	\$ 23,152,332	\$ 9,137,628	\$ 13,687,576	\$ 22,825,204
Cash - Non-Interest Bearing	7,205	-	7,205	7,230	-	7,230
<u>TOTAL ASSETS</u>	<u>10,092,483</u>	<u>13,067,054</u>	<u>23,159,537</u>	<u>9,144,858</u>	<u>13,687,576</u>	<u>22,832,434</u>
<u>LIABILITIES</u>						
Loan Payable	-	10,306,794	10,306,794	-	10,792,337	10,792,337
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>	<u>\$ 10,092,483</u>	<u>\$ 2,760,260</u>	<u>\$ 12,852,743</u>	<u>\$ 9,144,858</u>	<u>\$ 2,895,239</u>	<u>\$ 12,040,097</u>

See Accompanying Notes to Financial Statements

JND HOLDINGS ESOP
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
52 WEEKS ENDED JANUARY 1, 2026 AND 53 WEEKS ENDED JANUARY 2, 2025

	2025			2024		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
<u>ADDITIONS</u>						
Employer Contributions	\$ 241,187	\$ 836,294	\$ 1,077,481	\$ 85,691	\$ 836,294	\$ 921,985
Investment Income:						
Net Appreciation in Fair Value						
of Employer Common Stock	130,959	196,169	327,128	1,771,396	3,081,004	4,852,400
Allocation of 11,313.0749 Shares						
of Employer Common Stock at Fair Value	816,691	-	816,691	805,152	-	805,152
Total Additions	1,188,837	1,032,463	2,221,300	2,662,239	3,917,298	6,579,537
<u>DEDUCTIONS</u>						
Distributions to Participants	241,187	-	241,187	85,691	-	85,691
Interest Expense	-	350,751	350,751	-	366,034	366,034
Administrative Expenses	25	-	25	20	-	20
Allocation of 11,313.0749 Shares						
of Employer Common Stock at Fair Value	-	816,691	816,691	-	805,152	805,152
Total Deductions	241,212	1,167,442	1,408,654	85,711	1,171,186	1,256,897
<u>NET INCREASE (DECREASE)</u>	947,625	(134,979)	812,646	2,576,528	2,746,112	5,322,640
<u>NET ASSETS AVAILABLE</u>						
<u>FOR BENEFITS</u>						
Beginning of Year	9,144,858	2,895,239	12,040,097	6,568,330	149,127	6,717,457
End of Year	\$ 10,092,483	\$ 2,760,260	\$ 12,852,743	\$ 9,144,858	\$ 2,895,239	\$ 12,040,097

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

A. Description of Plan

The following description of JND Holdings ESOP (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General – JND Holdings, Inc. (the Company) and its affiliated companies established the Plan effective as of January 3, 2020. The Plan operates, in a relevant part, as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986 as amended (IRC), and is subject to the applicable provisions of Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by the Employer, JND Holdings, Inc. Keith Johanneson and Wayne Maish are the Plan's Trustees.

On January 3, 2020, the Plan purchased 100% of Company's outstanding common shares using the proceeds of bank borrowing guaranteed by the Company (see note G), and holds the stock in a trust established under the Plan. The borrowings are to be repaid over a period of 20 years by fully deductible Company contributions to the trust fund. As the Plan makes each payment of principal and interest, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC.

The borrowing is collateralized by the unallocated shares of stock and is guaranteed by the Company. The lender has no rights against shares once they are allocated under the ESOP. Accordingly, the financial statements of the Plan as of January 1, 2026 and January 2, 2025 and for the 52 and 53 weeks then ended, present separately the assets and liabilities and changes therein pertaining to:

- a. the accounts of employees with vested rights in allocated stock (Allocated) and
- b. common stock not yet allocated to employees (Unallocated)

52 or 53 Week Year – Both the Company and the Plan operate on a 52/53-week year-end which always falls on a Thursday. The 2025 Plan year-end is on January 1, 2026, and the 2024 Plan year-end is on January 2, 2025. For purposes of this report, each fiscal year-end will be considered one year.

Plan Entry Date – Employees may enter the Plan on the first day of January or July coinciding with or following the date they satisfy the Plan's eligibility requirements.

Concentrations of Credit Risk – The Plan maintains its cash in a deposit account, the balance of which is periodically in excess of federally insured limits. However, no losses have been experienced in such accounts.

Eligibility – Employees of the Company 18 years of age and older are generally eligible to participate in the Plan after six months of service during such Plan year, without regard to hours of service. Participants who do not have at least six months of service during the Plan year or are not employed on the last working day of a Plan year are generally not eligible for an allocation of Company contributions for such year.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Contributions – The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan, and any current or future distribution requirements. The maximum contribution shall not exceed the maximum amount deductible by the Company for income tax purposes. Participants are not permitted to make contributions to the Plan.

Payment of Benefits – Distributions of vested balances on account of death, disability, or normal retirement (at least age 65) are made no later than one year after the close of the Plan year in which the event occurs. In the case of death, the designated beneficiary is entitled to a death benefit distribution equal to the participant's vested account balance. Distributions from termination of employment will commence during the year following the year that includes the participant's fifth consecutive break in service years. These distributions will be paid in substantially equal annual installments over a period not to exceed five years. The terminated participant may elect to receive an immediate lump-sum distribution of his or her vested portion of the account provided that amount does not exceed \$7,000. Generally, certain minimum distributions are required for participants who have separated from service and have reached the required age.

Under the provisions of the Plan, the Company is obligated to repurchase participant shares which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations. The Company repurchases shares from participants at prices determined by an independent appraisal. For the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, the Company repurchased 3,385.2189 and 1,528.3832 shares, respectively.

Administrative Expenses – As provided in the Plan agreement, administrative expenses may be paid either by the Plan or by the Company. The Company has historically paid the operating expenses for the Plan. See Notes E and F for details pertaining to Plan expenses.

Voting Rights – Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated shares for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of plan participants and beneficiaries.

Participant Accounts – The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account and forfeitures of terminated participants' non-vested accounts. Only those participants who are eligible employees of the Company as of the last day of the Plan year will receive an allocation. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Vesting – If a participant’s employment with the Company ends for any reason other than retirement, permanent disability, or death, he or she will vest in the balance in his or her account based on total years of service with the Company. Participants vest 20% per year of service from year two and are 100% vested after six years of service.

Put Option – Under Federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification – Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least ten years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the number of shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%. Participants who elect to diversify may receive a cash distribution. The election to diversify is made subsequent to year-end based upon the shares of the employer stock in the participant’s account at year-end. Employees will be eligible for diversification based on 10 years from the start of the Plan.

Forfeitures – Plan forfeitures are allocated to each participant’s account based upon the relation of the participant’s eligible compensation to total eligible compensation for the Plan year. Forfeitures of terminated non-vested account balances allocated to remaining participants at January 1, 2026 and January 2, 2025 totaled \$176,460 and \$88,307, respectively. There were balances in forfeited non-vested accounts of \$0 and \$4,877 at January 1, 2026 and January 2, 2025, respectively.

B. Summary of Significant Accounting Policies

Basis of Accounting – The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets, liabilities, and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Allocations – The financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated stock (allocated) and (b) stock not yet allocated to employees (unallocated), including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt services is actually paid.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Investment Valuation and Income Recognition – The shares of Company common stock are reported at fair value. See Note D for a discussion of fair value measurements. Dividend income, if any, is accrued on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Contributions – Employer contributions are recorded in the year in which participant compensation is earned.

Payment of Benefits – Benefits are recorded when paid. At January 1, 2026 and January 2, 2025, there were no benefit claims payable for distributions to participants from the Plan prior to the end of the Plan year.

Date of Management's Review – Subsequent events were evaluated through August 17, 2026, which is the date the financial statements were available to be issued.

C. Investments in Company Common Stock

The Plan's investment in Company common stock consists of 320,713.8453 shares of JND Holdings, Inc. The shares were acquired on various dates for an average of \$56.50 per share, which was the estimated fair market value, as determined by independent appraisals, as of the periods purchased. The estimated fair market value, as determined by the independent appraisal as of January 1, 2026 and January 2, 2025, was \$72.19 and \$71.17 per share, respectively.

The Plan's investments, as of January 1, 2026 and January 2, 2025 are presented in the following table:

	January 1, 2026		January 2, 2025	
	Allocated	Unallocated	Allocated	Unallocated
Number of Shares	139,704.6465	181,009.1988	128,391.5716	192,322.2737
Cost	\$ 7,893,168	\$ 10,226,832	\$ 7,253,991	\$ 10,866,009
Fair Value	\$ 10,085,278	\$ 13,067,054	\$ 9,137,628	\$ 13,687,576

D. 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. This 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 fair value hierarchy are defined under the FASB ASC 820, *Fair Value Measurement*, 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.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investments at fair value as of January 1, 2026 and January 2, 2025. The carrying values of cash included in the accompanying statement of net assets available for benefits approximated fair value at January 1, 2026 and January 2, 2025, and are thus not included in the following table:

<u>Assets at Fair Value as of January 1, 2026</u>				
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Employer Common Stock	<u>\$23,152,332</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$23,152,332</u>
 <u>Assets at Fair Value as of January 2, 2025</u>				
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Employer Common Stock	<u>\$22,825,204</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$22,825,204</u>

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025:

January 1, 2026

Balance, beginning of year	\$ 22,825,204
Unrealized gains relating to assets still held at the reporting date	<u>327,128</u>
Balance, end of year	<u>\$ 23,152,332</u>
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period.	<u>\$ 327,128</u>

January 2, 2025

Balance, beginning of year	\$ 17,972,804
Unrealized gains relating to assets still held at the reporting date	<u>4,852,400</u>
Balance, end of year	<u>\$ 22,825,204</u>
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period.	<u>\$ 4,852,400</u>

Gains and losses included in changes in net assets available for benefits for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, are reported as net appreciation in fair value of investments.

The Plan's policy is to recognize transfers into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, there were no significant transfers into or out of Level 3.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

The following table presents the Plan's Level 3 investments, the valuation techniques used to measure the fair value of those instruments as of January 1, 2026 and January 2, 2025, and the significant unobservable inputs:

Description	Valuation Technique	Unobservable Inputs
Employer Common Stock	Income	EBITDA
		Net Income
		Weighted-Average Cost of Capital
		Long-term Revenue Growth Rate
		Long-term Pretax Operating Margin
		Discount Rate
	Market	Discount for Lack of Marketability
		Public Comparables
		Revenue Multiple
		EBITDA Multiple
		Discount for Lack of Marketability

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

E. Administration of Plan Assets

The Plan's assets, which consist principally of the Company's common stock, are held by the Trustees of the Plan. Company contributions are held and managed by the Trustees, who invest cash received, interest, and dividend income, and make distributions to participants. The Trustees also administer the payment of interest and principal on the loan, which is reimbursed to the Trustees through contributions as determined by the Company.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Most administrative expenses for the Plan are paid directly by the Company and amounted to \$69,985 and \$78,696 for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, respectively. Administrative expenses charged to participants amounted to \$25 and \$20 for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, respectively.

F. Related Party and Parties-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and parties-in-interest transactions. As described in Notes A and E, the Company pays most of the expenses of the Plan. There were no cash dividends paid to the Plan by the Company during the 52 and 53 weeks ended January 1, 2026 and January 2, 2025. The Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

G. Loan Payable

In 2021, as disclosed in Note A, the Plan entered into a loan agreement to the Company in the original amount of \$15,000,000. The proceeds of the loan were used to purchase 265,491.5938 shares of common stock of JND Holdings, Inc. Unallocated shares are collateral for this loan. The remaining loan balance is as follows at January 1, 2026 and January 2, 2025:

	<u>2025</u>	<u>2024</u>
Payable to JND Holdings, Inc. at an interest rate of 3.25%		
Annual payments of \$836,294.61 until December 31, 2041.	<u>\$ 10,306,794</u>	<u>\$ 10,792,337</u>

Subsequent maturities on the remaining ESOP loan are as follows:

2026	\$ 501,324
2027	517,617
2028	534,439
2029	551,809
2030	569,742
Thereafter	7,631,863
	<u>\$10,306,794</u>

H. Tax Status

The Plan is a Volume Submitter Plan sponsored by the Third-Party Record-Keeper and adopted by the Company. The Internal Revenue Service (IRS) has informed the Third-Party Record-Keeper that the Volume Submitter Plan is acceptable under Section 401(a) of the Internal Revenue Code (IRC). The Plan has not requested its own determination letter from the IRS. The Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require the Plan Administrator to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant 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.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

I. Risks and Uncertainties

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks, including interest rate, market, and credit risks, as well as valuation assumptions based on earnings and cash flows. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

J. Plan Termination

Although it has not expressed any intent to do so, the Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the Employee Benefits Administration Committee shall direct the Trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed common stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

JND HOLDINGS ESOP
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 41-0991254 PN: 002
JANUARY 1, 2026

<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Asset</u>	<u>Cost</u>	<u>Current Value</u>
* JND Holdings, Inc.	320,713.8453 Shares Common Stock	\$ 18,120,000	\$ 23,152,332
* Principal Financial	Cash - Non-Interest Bearing	<u>7,205</u>	<u>7,205</u>
		<u>\$ 18,127,205</u>	<u>\$ 23,159,537</u>

* Indicates party-in-interest to the Plan

JND HOLDINGS ESOP
BEMIDJI, MINNESOTA
FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR'S REPORT
JANUARY 1, 2026 AND JANUARY 2, 2025

JND HOLDINGS ESOP
BEMIDJI, MINNESOTA
JANUARY 1, 2026 AND JANUARY 2, 2025

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INDEPENDENT AUDITOR'S REPORT

**To the Trustees and Plan Administrator of
 JND Holdings Employee Stock Ownership Plan
 Bemidji, Minnesota**

Opinion

We have audited the accompanying financial statements of JND Holdings ESOP, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of January 1, 2026 and January 2, 2025, and the related statements of changes in net assets available for benefits for the 52 and 53 weeks then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of JND Holdings ESOP as of January 1, 2026 and January 2, 2025, and the changes in its net assets available for benefits for the 52 and 53 weeks then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of JND Holdings ESOP 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 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.

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 JND Holdings ESOP's ability to continue as a going concern for one year after the date 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 JND Holdings ESOP'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 JND Holdings ESOP's ability to continue as a going concern for a reasonable period of time.

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.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of January 1, 2026 is presented for purposes of additional analysis and is 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 has been subjected to the 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 generally accepted auditing standards.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Miller McDonald, Inc.

Bemidji, Minnesota
August 17, 2026

JND HOLDINGS ESOP
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
JANUARY 1, 2026 AND JANUARY 2, 2025

	<u>2025</u>			<u>2024</u>		
	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>	<u>Allocated</u>	<u>Unallocated</u>	<u>Total</u>
<u>ASSETS</u>						
Investments at Fair Value						
Employer Common Stock	\$ 10,085,278	\$ 13,067,054	\$ 23,152,332	\$ 9,137,628	\$ 13,687,576	\$ 22,825,204
Cash - Non-Interest Bearing	7,205	-	7,205	7,230	-	7,230
<u>TOTAL ASSETS</u>	<u>10,092,483</u>	<u>13,067,054</u>	<u>23,159,537</u>	<u>9,144,858</u>	<u>13,687,576</u>	<u>22,832,434</u>
<u>LIABILITIES</u>						
Loan Payable	-	10,306,794	10,306,794	-	10,792,337	10,792,337
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>	<u>\$ 10,092,483</u>	<u>\$ 2,760,260</u>	<u>\$ 12,852,743</u>	<u>\$ 9,144,858</u>	<u>\$ 2,895,239</u>	<u>\$ 12,040,097</u>

See Accompanying Notes to Financial Statements

JND HOLDINGS ESOP
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
52 WEEKS ENDED JANUARY 1, 2026 AND 53 WEEKS ENDED JANUARY 2, 2025

	2025			2024		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
<u>ADDITIONS</u>						
Employer Contributions	\$ 241,187	\$ 836,294	\$ 1,077,481	\$ 85,691	\$ 836,294	\$ 921,985
Investment Income:						
Net Appreciation in Fair Value						
of Employer Common Stock	130,959	196,169	327,128	1,771,396	3,081,004	4,852,400
Allocation of 11,313.0749 Shares						
of Employer Common Stock at Fair Value	816,691	-	816,691	805,152	-	805,152
Total Additions	1,188,837	1,032,463	2,221,300	2,662,239	3,917,298	6,579,537
<u>DEDUCTIONS</u>						
Distributions to Participants	241,187	-	241,187	85,691	-	85,691
Interest Expense	-	350,751	350,751	-	366,034	366,034
Administrative Expenses	25	-	25	20	-	20
Allocation of 11,313.0749 Shares						
of Employer Common Stock at Fair Value	-	816,691	816,691	-	805,152	805,152
Total Deductions	241,212	1,167,442	1,408,654	85,711	1,171,186	1,256,897
<u>NET INCREASE (DECREASE)</u>	947,625	(134,979)	812,646	2,576,528	2,746,112	5,322,640
<u>NET ASSETS AVAILABLE</u>						
<u>FOR BENEFITS</u>						
Beginning of Year	9,144,858	2,895,239	12,040,097	6,568,330	149,127	6,717,457
End of Year	\$ 10,092,483	\$ 2,760,260	\$ 12,852,743	\$ 9,144,858	\$ 2,895,239	\$ 12,040,097

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

A. Description of Plan

The following description of JND Holdings ESOP (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General – JND Holdings, Inc. (the Company) and its affiliated companies established the Plan effective as of January 3, 2020. The Plan operates, in a relevant part, as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986 as amended (IRC), and is subject to the applicable provisions of Employee Retirement Income Security Act of 1974 (ERISA). The Plan is administered by the Employer, JND Holdings, Inc. Keith Johanneson and Wayne Maish are the Plan's Trustees.

On January 3, 2020, the Plan purchased 100% of Company's outstanding common shares using the proceeds of bank borrowing guaranteed by the Company (see note G), and holds the stock in a trust established under the Plan. The borrowings are to be repaid over a period of 20 years by fully deductible Company contributions to the trust fund. As the Plan makes each payment of principal and interest, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC.

The borrowing is collateralized by the unallocated shares of stock and is guaranteed by the Company. The lender has no rights against shares once they are allocated under the ESOP. Accordingly, the financial statements of the Plan as of January 1, 2026 and January 2, 2025 and for the 52 and 53 weeks then ended, present separately the assets and liabilities and changes therein pertaining to:

- a. the accounts of employees with vested rights in allocated stock (Allocated) and
- b. common stock not yet allocated to employees (Unallocated)

52 or 53 Week Year – Both the Company and the Plan operate on a 52/53-week year-end which always falls on a Thursday. The 2025 Plan year-end is on January 1, 2026, and the 2024 Plan year-end is on January 2, 2025. For purposes of this report, each fiscal year-end will be considered one year.

Plan Entry Date – Employees may enter the Plan on the first day of January or July coinciding with or following the date they satisfy the Plan's eligibility requirements.

Concentrations of Credit Risk – The Plan maintains its cash in a deposit account, the balance of which is periodically in excess of federally insured limits. However, no losses have been experienced in such accounts.

Eligibility – Employees of the Company 18 years of age and older are generally eligible to participate in the Plan after six months of service during such Plan year, without regard to hours of service. Participants who do not have at least six months of service during the Plan year or are not employed on the last working day of a Plan year are generally not eligible for an allocation of Company contributions for such year.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Contributions – The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan, and any current or future distribution requirements. The maximum contribution shall not exceed the maximum amount deductible by the Company for income tax purposes. Participants are not permitted to make contributions to the Plan.

Payment of Benefits – Distributions of vested balances on account of death, disability, or normal retirement (at least age 65) are made no later than one year after the close of the Plan year in which the event occurs. In the case of death, the designated beneficiary is entitled to a death benefit distribution equal to the participant's vested account balance. Distributions from termination of employment will commence during the year following the year that includes the participant's fifth consecutive break in service years. These distributions will be paid in substantially equal annual installments over a period not to exceed five years. The terminated participant may elect to receive an immediate lump-sum distribution of his or her vested portion of the account provided that amount does not exceed \$7,000. Generally, certain minimum distributions are required for participants who have separated from service and have reached the required age.

Under the provisions of the Plan, the Company is obligated to repurchase participant shares which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations. The Company repurchases shares from participants at prices determined by an independent appraisal. For the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, the Company repurchased 3,385.2189 and 1,528.3832 shares, respectively.

Administrative Expenses – As provided in the Plan agreement, administrative expenses may be paid either by the Plan or by the Company. The Company has historically paid the operating expenses for the Plan. See Notes E and F for details pertaining to Plan expenses.

Voting Rights – Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated shares for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of plan participants and beneficiaries.

Participant Accounts – The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's common stock released by the Trustee from the unallocated account and forfeitures of terminated participants' non-vested accounts. Only those participants who are eligible employees of the Company as of the last day of the Plan year will receive an allocation. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Vesting – If a participant's employment with the Company ends for any reason other than retirement, permanent disability, or death, he or she will vest in the balance in his or her account based on total years of service with the Company. Participants vest 20% per year of service from year two and are 100% vested after six years of service.

Put Option – Under Federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current appraised value of the stock. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification – Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least ten years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the number of shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%. Participants who elect to diversify may receive a cash distribution. The election to diversify is made subsequent to year-end based upon the shares of the employer stock in the participant's account at year-end. Employees will be eligible for diversification based on 10 years from the start of the Plan.

Forfeitures – Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total eligible compensation for the Plan year. Forfeitures of terminated non-vested account balances allocated to remaining participants at January 1, 2026 and January 2, 2025 totaled \$176,460 and \$88,307, respectively. There were balances in forfeited non-vested accounts of \$0 and \$4,877 at January 1, 2026 and January 2, 2025, respectively.

B. Summary of Significant Accounting Policies

Basis of Accounting – The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets, liabilities, and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Allocations – The financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to (a) the accounts of employees with rights in allocated stock (allocated) and (b) stock not yet allocated to employees (unallocated), including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt services is actually paid.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Investment Valuation and Income Recognition – The shares of Company common stock are reported at fair value. See Note D for a discussion of fair value measurements. Dividend income, if any, is accrued on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from security transactions are reported on the average cost method. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Contributions – Employer contributions are recorded in the year in which participant compensation is earned.

Payment of Benefits – Benefits are recorded when paid. At January 1, 2026 and January 2, 2025, there were no benefit claims payable for distributions to participants from the Plan prior to the end of the Plan year.

Date of Management's Review – Subsequent events were evaluated through August 17, 2026, which is the date the financial statements were available to be issued.

C. Investments in Company Common Stock

The Plan's investment in Company common stock consists of 320,713.8453 shares of JND Holdings, Inc. The shares were acquired on various dates for an average of \$56.50 per share, which was the estimated fair market value, as determined by independent appraisals, as of the periods purchased. The estimated fair market value, as determined by the independent appraisal as of January 1, 2026 and January 2, 2025, was \$72.19 and \$71.17 per share, respectively.

The Plan's investments, as of January 1, 2026 and January 2, 2025 are presented in the following table:

	January 1, 2026		January 2, 2025	
	Allocated	Unallocated	Allocated	Unallocated
Number of Shares	139,704.6465	181,009.1988	128,391.5716	192,322.2737
Cost	\$ 7,893,168	\$ 10,226,832	\$ 7,253,991	\$ 10,866,009
Fair Value	\$ 10,085,278	\$ 13,067,054	\$ 9,137,628	\$ 13,687,576

D. 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. This 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 fair value hierarchy are defined under the FASB ASC 820, *Fair Value Measurement*, 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.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

The following tables set forth, by level, within the fair value hierarchy, the Plan's investments at fair value as of January 1, 2026 and January 2, 2025. The carrying values of cash included in the accompanying statement of net assets available for benefits approximated fair value at January 1, 2026 and January 2, 2025, and are thus not included in the following table:

<u>Assets at Fair Value as of January 1, 2026</u>				
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Employer Common Stock	<u>\$23,152,332</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$23,152,332</u>
 <u>Assets at Fair Value as of January 2, 2025</u>				
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Employer Common Stock	<u>\$22,825,204</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$22,825,204</u>

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025:

January 1, 2026

Balance, beginning of year	\$ 22,825,204
Unrealized gains relating to assets still held at the reporting date	<u>327,128</u>
Balance, end of year	<u>\$ 23,152,332</u>
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period.	<u>\$ 327,128</u>

January 2, 2025

Balance, beginning of year	\$ 17,972,804
Unrealized gains relating to assets still held at the reporting date	<u>4,852,400</u>
Balance, end of year	<u>\$ 22,825,204</u>
Total gains or losses for the year included in changes in net assets available for benefits attributable to the change in unrealized gains or losses relating to investments held at the end of the reporting period.	<u>\$ 4,852,400</u>

Gains and losses included in changes in net assets available for benefits for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, are reported as net appreciation in fair value of investments.

The Plan's policy is to recognize transfers into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, there were no significant transfers into or out of Level 3.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

The following table presents the Plan's Level 3 investments, the valuation techniques used to measure the fair value of those instruments as of January 1, 2026 and January 2, 2025, and the significant unobservable inputs:

Description	Valuation Technique	Unobservable Inputs
Employer Common Stock	Income	EBITDA
		Net Income
		Weighted-Average Cost of Capital
		Long-term Revenue Growth Rate
		Long-term Pretax Operating Margin
		Discount Rate
	Market	Discount for Lack of Marketability
		Public Comparables
		Revenue Multiple
		EBITDA Multiple
		Discount for Lack of Marketability

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

E. Administration of Plan Assets

The Plan's assets, which consist principally of the Company's common stock, are held by the Trustees of the Plan. Company contributions are held and managed by the Trustees, who invest cash received, interest, and dividend income, and make distributions to participants. The Trustees also administer the payment of interest and principal on the loan, which is reimbursed to the Trustees through contributions as determined by the Company.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Most administrative expenses for the Plan are paid directly by the Company and amounted to \$69,985 and \$78,696 for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, respectively. Administrative expenses charged to participants amounted to \$25 and \$20 for the 52 and 53 weeks ended January 1, 2026 and January 2, 2025, respectively.

F. Related Party and Parties-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and parties-in-interest transactions. As described in Notes A and E, the Company pays most of the expenses of the Plan. There were no cash dividends paid to the Plan by the Company during the 52 and 53 weeks ended January 1, 2026 and January 2, 2025. The Plan has a number of service providers. Such parties are parties-in-interest under ERISA.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

G. Loan Payable

In 2021, as disclosed in Note A, the Plan entered into a loan agreement to the Company in the original amount of \$15,000,000. The proceeds of the loan were used to purchase 265,491.5938 shares of common stock of JND Holdings, Inc. Unallocated shares are collateral for this loan. The remaining loan balance is as follows at January 1, 2026 and January 2, 2025:

	<u>2025</u>	<u>2024</u>
Payable to JND Holdings, Inc. at an interest rate of 3.25%		
Annual payments of \$836,294.61 until December 31, 2041.	<u>\$ 10,306,794</u>	<u>\$ 10,792,337</u>

Subsequent maturities on the remaining ESOP loan are as follows:

2026	\$ 501,324
2027	517,617
2028	534,439
2029	551,809
2030	569,742
Thereafter	7,631,863
	<u>\$10,306,794</u>

H. Tax Status

The Plan is a Volume Submitter Plan sponsored by the Third-Party Record-Keeper and adopted by the Company. The Internal Revenue Service (IRS) has informed the Third-Party Record-Keeper that the Volume Submitter Plan is acceptable under Section 401(a) of the Internal Revenue Code (IRC). The Plan has not requested its own determination letter from the IRS. The Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified and the related trust is tax-exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require the Plan Administrator to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken a significant 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.

JND HOLDINGS ESOP
NOTES TO FINANCIAL STATEMENTS
JANUARY 1, 2026 AND JANUARY 2, 2025

I. Risks and Uncertainties

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks, including interest rate, market, and credit risks, as well as valuation assumptions based on earnings and cash flows. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

J. Plan Termination

Although it has not expressed any intent to do so, the Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the Employee Benefits Administration Committee shall direct the Trustee to pay all liabilities and expenses of the trust fund and to sell shares of financed common stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

JND HOLDINGS ESOP
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 41-0991254 PN: 002
JANUARY 1, 2026

<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Asset</u>	<u>Cost</u>	<u>Current Value</u>
* JND Holdings, Inc.	320,713.8453 Shares Common Stock	\$ 18,120,000	\$ 23,152,332
* Principal Financial	Cash - Non-Interest Bearing	<u>7,205</u>	<u>7,205</u>
		<u>\$ 18,127,205</u>	<u>\$ 23,159,537</u>

* Indicates party-in-interest to the Plan



2301 Johanneson Ave NW
Bemidji, MN 56601

August 20, 2026

Dear US DOL / IRS,

The attached Form 5500 for JND Holdings ESOP is for 2025, and an ongoing, business as usual, fiscal year. It remains consistent with the general Section 441 treatment of a 52-53 week year as an annual taxable year, even though the period might be shorter or longer than 12 calendar months.

Because the software used for preparation of Form 5500 does not allow us to "un-check" the "short plan year" box (our 2025 fiscal year is from 1/3/2025 – 1/1/2026), we had to file the return with the box checked.

THIS IS NOT A SHORT PLAN YEAR RETURN.

Sincerely,

A handwritten signature in blue ink, appearing to read "Wayne Maish".

Wayne Maish
CFO
JND Holdings, Inc.