

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2025 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC. 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/2005
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) PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC. 301 DAVID L. BOREN BLVD. SUITE 2000 NORMAN, OK 73072
2b	Employer Identification Number (EIN) 73-1408922
2c	Plan Sponsor's telephone number 405-477-6933
2d	Business code (see instructions) 541519

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.	09/03/2026	MELISSA VINSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 329
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) 223 6a(2) 223 6b 0 6c 113 6d 336 6e 1 6f 337 6g(1) 316 6g(2) 321 6h 10
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC.	D Employer Identification Number (EIN) 73-1408922	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	32969	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

ROBERTSON & ROBERTSON, PLLC

26-1631123

(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?
16	ACCOUNTANT/A UDITOR	10200	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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BARON SMALL CAP - SS&C GLOBAL INVE 2000 CROWN COLONY DRIVE QUINCY, MA 02169		0.40%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
COL CONTRAN CORE I - COLUMBIA MGT 430 W 7TH STREET STE 219104 KANSAS CITY, MO 64105		0.25%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation		(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
VRTS C MDCP VAL EQ I - VIRTUS FUND 4400 COMPUTER DRIVE WESTBOROUGH, MA 01581		0.40%

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 01/01/2025 and ending 12/31/2025	
	A Name of plan PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC. 401(K) PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC.	D Employer Identification Number (EIN) 73-1408922	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3307412	2306235
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	161724	244006
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	41748527	49741104
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
1e Buildings and other property used in plan operation	1e	0	0
1f Total assets (add all amounts in lines 1a through 1e)	1f	45217663	52291345

Liabilities

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

Net Assets

1l Net assets (subtract line 1k from line 1f)	1l	45217663	52291345
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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)	632106	
(B) Participants	2a(1)(B)	2725059	
(C) Others (including rollovers)	2a(1)(C)	615709	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		3972874
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	105994	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	16609	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		122603
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1562889	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1562889
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(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)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		6360119
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		12018485

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4899222	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		4899222
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	32969	
(4) IQPA audit fees	2i(4)	10200	
(5) Investment advisory and investment management fees	2i(5)	2412	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		45581
j Total expenses. Add all expense amounts in column (b) and enter total	2j		4944803

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7073682
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **ROBERTSON AND ROBERTSON PLLC**

(2) EIN: **26-1631123**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?	☒		357
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		☒	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC. 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PCI ENERGY SOLUTIONS A.K.A. POWER COSTS, INC.		D Employer Identification Number (EIN) 73-1408922
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2025 v. 250312		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

**PCI Energy Solutions a.k.a.
Power Costs, Inc. 401(k) Plan**
*Financial Statements and Supplemental Information
December 31, 2024 and 2023*

**Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023**

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***Note:** All other schedules required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted since they are either not applicable or the information required therein has been included in the financial statements or notes thereto.*

Independent Auditor's Report

To the Trustees and Plan Administrator of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan:

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

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

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan'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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024, 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

ROBERTSON & ROBERTSON, PLLC.

Robertson & Robertson, PLLC
Houston, Texas
June 5, 2025

Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

	<u>12/31/2024</u>	<u>12/31/2023</u>
Assets:		
Investments, at fair value	\$ 45,055,939	\$ 38,552,219
Total investments	<u>45,055,939</u>	<u>38,552,219</u>
Contributions receivable:		
Employer	674,767	699,308
Other	5,017	4,686
Notes receivable from participants	<u>161,724</u>	<u>133,088</u>
Total contributions receivable	841,508	837,082
 Total assets	 45,897,447	 39,389,301
 Net assets available for benefits	 <u><u>\$ 45,897,447</u></u>	 <u><u>\$ 39,389,301</u></u>

The accompanying notes are an integral part of these financial statements

Statement of Changes in Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024

12/31/2024

Additions:

Additions to net assets attributed to:

Investment income (loss):

Net appreciation (depreciation) in fair value of investments \$ 5,170,381

Interest and dividends 1,152,336

Total investment income 6,322,717

Interest from notes receivable from participants 10,190

Contributions:

Participants' contributions 2,514,861

Employer contributions 674,767

Rollovers 24,754

Total contributions 3,214,382

Total additions 9,547,289

Deductions:

Deductions from net assets attributed to:

Benefits paid to participants 3,017,426

Administrative expenses 21,717

Total deductions 3,039,143

Net increase (decrease) 6,508,146

Net assets available for benefits, beginning of year 39,389,301

Net assets available for benefits, end of year **\$ 45,897,447**

The accompanying notes are an integral part of these financial statements

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note A – Description of the plan

The following brief description of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan (“the Plan”) is provided for general information purposes only. The Plan is sponsored by PCI Energy Solutions a.k.a. Power Costs, Inc. (the “Plan Sponsor” or “Company”). Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution 401(k) plan that provides retirement savings benefits to eligible employees of the Company through tax deferred voluntary contributions by employees and discretionary matching and non-elective contributions by the Company. The Plan, which commenced effective January 1, 2005 and was amended and restated effective January 1, 2024, covers substantially all employees of the Company. Participation in the Plan is voluntary. Excluded from the class of eligible employees are nonresident aliens with no income from a U.S. source, residents of Puerto Rico and temporary employees. Employees are eligible to participate in the Plan after the attainment of the age of twenty-one (21) and the completion of one (1) month of service. An employee’s entry date is the first day of the month following the date that eligibility requirements are satisfied. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”) and the Internal Revenue Code (“IRC”). The Company is the designated administrator of the Plan and Fidelity Management Trust Company (“FMTC”) is the custodian of the Plan responsible for the management and control of the Plan’s assets which are held in individual participant investment accounts.

Plan amendments

The Plan was amended effective July 1, 2024 to permit In-Plan Roth Rollovers and In-Plan Roth Conversions. Additionally, the Plan was amended and restated effective January 1, 2023 to revise the plan name from Power Costs, Inc. 401(k) Plan to PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan and the plan sponsor from Power Costs, Inc. to PCI Energy Solutions a.k.a. Power Costs, Inc.

Participant accounts

Each participant’s account is credited with the participant’s contributions and allocations of (a) employer discretionary matching and non-elective contributions and (b) Plan earnings (losses) and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s account.

Employee contributions

Participants may elect to contribute, on a pre-tax basis, up to 90% of their eligible annual compensation, as defined by the Plan, not to exceed the maximum amount allowed under the IRC. The amount deferred is not subject to federal taxation to the participants until distributions are made from the Plan. Eligible participants are automatically enrolled in the Plan at 1% of their eligible compensation for each pay period unless a contrary election is made.

Participants who have attained age fifty (50) or older before the end of the tax year are eligible to make catch-up contributions up to the maximum amount allowed for deferral under the IRC. Participants may also designate all or a portion of their elective deferrals as Roth elective deferrals. Participants may discontinue their election to contribute at any time. Participants direct the investment of their contributions into various

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

investment options offered by the Plan. Transfers from qualified plans are allowed under the provisions of the Plan. Additional after-tax voluntary contributions are not permitted.

The Plan also provided for a special deferral election that applied only to bonuses and did not affect the existing elections for all other Plan compensation.

Employer contributions

The Company may, at its discretion, make matching contributions to the Plan in a specified amount equal to a percentage of the participant's compensation or dollar amount determined by the Plan Sponsor. During 2024 and 2023, the Company contributed 50 cents for every dollar contributed by participants up to a maximum of the first 6% of the participants' eligible compensation contributed to the Plan.

Additionally, each Plan year the Company may make nonelective contributions in amounts determined by the Company each Plan year. Discretionary nonelective contributions are allocated to eligible participants based upon the percentage of the participant's compensation to the total compensation of all eligible participants. Eligible participants who are employed on the last day of the Plan year share in any discretionary nonelective contributions. No discretionary nonelective contributions were made during the years ended December 31, 2024 and 2023.

ERISA and the IRC provide that plans such as the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan cannot discriminate in favor of highly compensated individuals. To comply with these laws, certain highly compensated individuals may receive funds in the year that contributions were made in excess of the IRC Section 401(k) limit and all earnings attributable to such contributions. At December 31, 2024 and 2023, there were no corrective distributions in excess of the annual limit payable to participants.

Investment Options

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers investments in shares of publicly traded registered investment companies (mutual funds) and a money market account. Participants may change their investment mix during the year and such changes are subject to the restrictions made by the Company.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to \$50,000 or 50% of their account balance, whichever is less. No more than one (1) loan can be outstanding at any one time. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 5.25%, to 10.5%, which were commensurate with local prevailing rates at the time the loans were initiated. Principal and interest is paid ratably through payroll deductions. All loans must be repaid within five (5) years, unless the loan is used to purchase a primary residence, for which loan terms may range up to ten (10) years.

Vesting

Participants are fully vested in their employee contributions and employer safe harbor contributions plus actual earnings (losses) thereon. Vesting in the Company discretionary matching and nonelective contributions and earnings thereon is based on years of continuous service. Additionally, a participant will become fully vested in the Company's contributions account upon reaching normal retirement age or in the event of death or total and permanent disability.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

The vesting schedule for Company discretionary matching and nonelective contributions and earnings is determined as follows:

<u>Years of Service:</u>	<u>Percentage</u>
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5	100%

Forfeited accounts

Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeited amounts are retained in the Plan and will be used to pay plan administrative expenses. During the 2024 and 2023 plan year, forfeitures in the amount of \$9,200, respectively, were used to pay Plan administrative expenses. At December 31, 2024 and 2023, there were \$33,999 and \$11,714, respectively, of forfeitures that have not yet been applied to offset discretionary employer matching or non-elective contributions or to pay administrative expenses.

Payment of Benefits

On termination of employment, disability, death, or normal retirement, a participant or designated beneficiary may elect to receive a lump sum cash distribution equal to the value of the participant's vested account balance, a direct rollover distribution, or a combination of a cash distribution and direct rollover distribution. Participants may defer receipt of distribution until a later date unless their account balance is \$5,000 or less. If the vested account balance is \$5,000 or less, the Company will direct the Custodian that any amount exceeding \$1,000 be distributed to the participant, without consent, into an IRA for their benefit. If the vested account balance is \$1,000 or less, the account will be distributed to the participant without consent as a lump-sum distribution in cash.

If an active participant has attained age fifty-nine and one-half (59½), they may elect to withdraw all or a portion of their account while still employed by the Company. Hardship distributions are available to participants who demonstrate an immediate and heavy financial need.

Administrative Expenses

Certain administrative expenses incurred by the Plan are paid by the Company at its discretion, and any Plan expenses not paid by the Company are paid by the Plan such as expenses incurred in connection with the administration of the Plan. Expenses will generally be allocated among the accounts of all participants in the plan proportionately based on the value of the participant's account balances. Specific fees may also be charged directly to a participant's account in response to transactions requested under the Plan. Administrative expenses totaled \$21,717 and (\$9,038) for the years ended December 31, 2024 and 2023.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

The plan maintains a plan expense account which holds revenue sharing funds the Plan receives from the Custodian pursuant to the revenue-sharing arrangement. On a quarterly basis, revenue sharing payments received from certain of the Plan's investment options are deposited into the dedicated plan expense account. Amounts deposited in this account are used to pay qualified plan administrative expenses. During 2024 and 2023, there were \$18,790 and \$9,200, respectively, used to pay qualified plan administrative expenses. At December 31, 2024 and 2023, there was \$40,683 and \$44,022, respectively, remaining in the plan expense account.

Note B - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting and include all adjustments necessary to present fairly the financial statements of the Plan in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying disclosures. Accordingly, actual results may differ from those estimates.

Contributions

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the plan administrator and in the period in which they are deducted, in accordance with salary deferral agreements. Contributions receivables represent amounts not yet deposited into the participants' individual accounts.

Investment valuation and income recognition

Investments are reported at fair value and are measured in accordance with ASC 820. Fair value is the exchange price that would be received to sell an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) in value of investments includes realized gains and losses on investments bought and sold during the year and unrealized appreciation (depreciation) of investments held at year-end. Net realized and unrealized appreciation (depreciation) is recorded in the accompanying Statement of Changes in Net Assets Available for Benefits as net appreciation (depreciation) in fair value of investments. Management fees and operating expenses charged to the Plan for investments in registered investment companies are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Payment of Benefits

Benefits paid to participants are recorded when paid. As of December 31, 2024, there were no amounts allocated to participants who elected to withdraw from the Plan but have not been paid.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan Document.

Risks and uncertainties

The Plan provides for various investment options such as shares of registered investment companies (mutual funds) and a money market account. Investments, in general, are exposed to various risks, such as interest rate, credit and overall volatility risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note C - Information Certified by the Custodian (Unaudited) or Investments

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company ("FMTTC"), the Custodian of the Plan, except for comparing such information certified by the Custodian to information included in the Plan's financial statements and supplemental schedule.

The following information was certified as complete and accurate by the Custodian:

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

Note D – Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that the transaction to sell the asset or transfer the liability occurs in the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market. Fair value measurement is prioritized to maximize the use of observable inputs and minimize the use of unobservable inputs within a three-level fair value hierarchy. The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 – Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Company has the ability to access.

Level 2 – Inputs are observable other than quoted prices included within Level 1 for the asset or liability, either directly or indirectly through market-corroborated inputs.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Level 3 – Inputs are unobservable for the asset or liability reflecting significant modifications to observable related market data or our assumptions about pricing by market participants.

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

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

Money market funds: Valued at cost, which approximates fair value.

The following table sets forth by level, within the fair value hierarchy, the plan’s assets at fair value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 45,055,939	\$ -	\$ -	\$ 45,055,939
	\$ 45,055,939	\$ -	\$ -	\$ 45,055,939
Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 38,552,219	\$ -	\$ -	\$ 38,552,219
	\$ 38,552,219	\$ -	\$ -	\$ 38,552,219

Note E – Related party transactions

Certain Plan investments are shares of registered investment companies and a money market account managed by Fidelity Management Trust Company ("FMTC") who has been designated as the custodian and, therefore, these transactions qualify as party-in-interest transactions. In addition, the Plan has notes receivable from certain of its participants which are secured by the balances in the participants’ accounts. Therefore, related transactions qualify as party-in-interest transactions as defined under ERISA guidelines. Any purchases and sales of these investments are open market transactions at fair market value. Consequently, such transactions are permitted under the provisions of the Plan and are exempt from the prohibition of party-in-interest transactions under ERISA.

All other transactions which may be considered party-in-interest transactions relate to normal plan management and administrative services, and the related payment of fees.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note F - Plan termination

Subject to certain limitations, the right to amend, modify or terminate the Plan is reserved by the Company. In the event the Plan is terminated, the assets of the trust fund will be liquidated and each participant will be entitled to receive the entire amount of his or her account.

Note G - Reconciliation of Plan financial statements to Schedule H of Form 5500

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

	<u>12/31/2024</u>	<u>12/31/2023</u>
Net assets available for benefits per the financial statements	\$ 45,897,447	\$ 39,389,301
Contributions receivable	(679,784)	(703,994)
Net assets available per Schedule H of Form 5500	<u>\$ 45,217,663</u>	<u>\$ 38,685,307</u>

The following is a reconciliation of the net change in net assets available for benefits as reported in the financial statements to the net change as reported on Schedule H of the Form 5500 as of December 31, 2024:

	<u>12/31/2024</u>
Net increase in net assets available for benefits per the financial statements	\$ 6,508,146
Change in contribution receivable for financial reporting purposes	24,210
Net increase in net assets available per Schedule H of Form 5500	<u>\$ 6,532,356</u>

Note H - Tax status

The underlying non-standardized pre-approved profit sharing plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan Sponsor has determined that it is eligible to and has chosen to rely on the current IRS non-standardized pre-approved profit sharing plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note I – Subsequent Events

The Company performed an evaluation of events that have occurred subsequent to the end of the Plan year through the date that the financial statements were available to be issued. As of June 5, 2025, there have been no subsequent events that occurred during such period that would require recognition in the financial statements or would require disclosure in the financial statements.

Supplemental Information

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
Employer Identification Number: 73-1408922, PN: 001
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Cost	Current value
*	Fidelity Investments	Fidelity Government Income Fund	**	\$ 162,188
*	Fidelity Investments	Fidelity® Government Money Market Fund	**	4,786
*	Fidelity Investments	Fidelity® Nasdaq® Composite Index Fund	**	2,230,283
*	Fidelity Investments	Fidelity® Fund Class K	**	1,328,152
*	Fidelity Investments	Fidelity® 500 Index Fund	**	11,083,388
*	Fidelity Investments	Fidelity® Real Estate Index Fund	**	213,169
*	Fidelity Investments	Fidelity® Small Cap Index Fund	**	859,157
*	Fidelity Investments	Fidelity® Total Market Index Fund	**	2,008,168
*	Fidelity Investments	Fidelity® International Index Fund	**	832,112
*	Fidelity Investments	Fidelity® Extended Market Index Fund	**	1,036,180
*	Fidelity Investments	Fidelity® Inflation-Protected Bond Index Fund	**	149,198
*	Fidelity Investments	Fidelity Freedom® 2015 Fund Class K6	**	593,805
*	Fidelity Investments	Fidelity Freedom® 2020 Fund Class K6	**	53,104
*	Fidelity Investments	Fidelity Freedom® 2025 Fund Class K6	**	1,007,400
*	Fidelity Investments	Fidelity Freedom® 2030 Fund Class K6	**	1,785,956
*	Fidelity Investments	Fidelity Freedom® 2035 Fund Class K6	**	1,000,603
*	Fidelity Investments	Fidelity Freedom® 2040 Fund Class K6	**	2,940,326
*	Fidelity Investments	Fidelity Freedom® 2045 Fund Class K6	**	3,534,857
*	Fidelity Investments	Fidelity Freedom® 2050 Fund Class K6	**	2,700,935
*	Fidelity Investments	Fidelity Freedom® 2055 Fund Class K6	**	1,085,185
*	Fidelity Investments	Fidelity Freedom® 2060 Fund Class K6	**	980,072
*	Fidelity Investments	Fidelity Freedom® Income Fund Class K6	**	4,699
*	Fidelity Investments	Fidelity® Intermediate Treasury Bond Index Fund	**	119,859
*	Fidelity Investments	Fidelity® Government Money Market Fund Class K6	**	3,302,626
*	Fidelity Investments	Fidelity Freedom® 2065 Fund Class K6	**	120,344
*	Fidelity Investments	Fidelity Freedom® 2070 Fund Class K6	**	52
	PIMCO	PIMCO Total Return Fund Institutional Class	**	629,064
	Victory Capital Management Inc.	Victory Sophus Emerging Markets Fund Class R6	**	352,558
	Baron Capital Group	Baron Small Cap Fund Class R6	**	72,908
	Invesco	Invesco EQV International Equity Fund Class R6	**	11,847
	RidgeWorth Funds	RidgeWorth Mid-Cap Value Equity Fund-I shares	**	43,324
	Cohen & Steers	Cohen & Steers Realty Shares Fund Class Z	**	393,527
	PIMCO	PIMCO Real Return Fund Institutional Class	**	77,198
	Vanguard	Vanguard Value Index Fund Admiral Shares	**	570,114
	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Shares	**	315,725
	Vanguard	Vanguard Small-Cap Growth Index Fund Institutional Shares	**	475,396
	Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral Shares	**	193,050
	NYLI Mgmt LLC	NYLI Winslow Large Cap Growth Class R6	**	541,224
	Janus	Janus Henderson Balanced Fund Class N	**	197,878
	Columbia Funds	Columbia Contrarian Core Fund Institutional 3 Class	**	1,042,101
	Capital Research and Mgmt Co.	American Funds American High-Income Trust® Class R-6	**	331,512
	AMG Funds LLC	AMG River Road Mid Cap Value Fund - Class Z	**	102,513
	Vanguard	Vanguard Small Cap Value Index Fund Admiral Shares	**	342,575
	Vanguard	Vanguard Mid-Cap Value Index Fund Admiral Shares	**	226,821
*	Participant Loans	Interest rates ranging from 5.25% to 10.25% with various due dates	-0-	161,724
				\$ 45,217,663

* Denotes party-in-interest as defined by ERISA

** Cost information is not required for participant-directed investments and, therefore, is not included.

Information certified as complete and accurate by Fidelity Management Trust Company ("FMTC"), the Custodian of the Plan, but not audited by the Plan's independent accountant.

**PCI Energy Solutions a.k.a.
Power Costs, Inc. 401(k) Plan**
*Financial Statements and Supplemental Information
December 31, 2024 and 2023*

**Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023**

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***Note:** All other schedules required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted since they are either not applicable or the information required therein has been included in the financial statements or notes thereto.*

Independent Auditor's Report

To the Trustees and Plan Administrator of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan:

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

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

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan'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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024, 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

ROBERTSON & ROBERTSON, PLLC.

Robertson & Robertson, PLLC
Houston, Texas
June 5, 2025

Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

	<u>12/31/2024</u>	<u>12/31/2023</u>
Assets:		
Investments, at fair value	\$ 45,055,939	\$ 38,552,219
Total investments	<u>45,055,939</u>	<u>38,552,219</u>
Contributions receivable:		
Employer	674,767	699,308
Other	5,017	4,686
Notes receivable from participants	<u>161,724</u>	<u>133,088</u>
Total contributions receivable	841,508	837,082
 Total assets	 45,897,447	 39,389,301
 Net assets available for benefits	 <u><u>\$ 45,897,447</u></u>	 <u><u>\$ 39,389,301</u></u>

The accompanying notes are an integral part of these financial statements

Statement of Changes in Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024

12/31/2024

Additions:

Additions to net assets attributed to:

Investment income (loss):	
Net appreciation (depreciation) in fair value of investments	\$ 5,170,381
Interest and dividends	1,152,336
Total investment income	<u>6,322,717</u>

Interest from notes receivable from participants	10,190
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Contributions:

Participants' contributions	2,514,861
Employer contributions	674,767
Rollovers	24,754
Total contributions	<u>3,214,382</u>

Total additions	9,547,289
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Deductions:

Deductions from net assets attributed to:

Benefits paid to participants	3,017,426
Administrative expenses	21,717
Total deductions	<u>3,039,143</u>

Net increase (decrease)	6,508,146
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Net assets available for benefits, beginning of year	39,389,301
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Net assets available for benefits, end of year	<u><u>\$ 45,897,447</u></u>
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The accompanying notes are an integral part of these financial statements

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note A – Description of the plan

The following brief description of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan (“the Plan”) is provided for general information purposes only. The Plan is sponsored by PCI Energy Solutions a.k.a. Power Costs, Inc. (the “Plan Sponsor” or “Company”). Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution 401(k) plan that provides retirement savings benefits to eligible employees of the Company through tax deferred voluntary contributions by employees and discretionary matching and non-elective contributions by the Company. The Plan, which commenced effective January 1, 2005 and was amended and restated effective January 1, 2024, covers substantially all employees of the Company. Participation in the Plan is voluntary. Excluded from the class of eligible employees are nonresident aliens with no income from a U.S. source, residents of Puerto Rico and temporary employees. Employees are eligible to participate in the Plan after the attainment of the age of twenty-one (21) and the completion of one (1) month of service. An employee’s entry date is the first day of the month following the date that eligibility requirements are satisfied. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”) and the Internal Revenue Code (“IRC”). The Company is the designated administrator of the Plan and Fidelity Management Trust Company (“FMTC”) is the custodian of the Plan responsible for the management and control of the Plan’s assets which are held in individual participant investment accounts.

Plan amendments

The Plan was amended effective July 1, 2024 to permit In-Plan Roth Rollovers and In-Plan Roth Conversions. Additionally, the Plan was amended and restated effective January 1, 2023 to revise the plan name from Power Costs, Inc. 401(k) Plan to PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan and the plan sponsor from Power Costs, Inc. to PCI Energy Solutions a.k.a. Power Costs, Inc.

Participant accounts

Each participant’s account is credited with the participant’s contributions and allocations of (a) employer discretionary matching and non-elective contributions and (b) Plan earnings (losses) and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s account.

Employee contributions

Participants may elect to contribute, on a pre-tax basis, up to 90% of their eligible annual compensation, as defined by the Plan, not to exceed the maximum amount allowed under the IRC. The amount deferred is not subject to federal taxation to the participants until distributions are made from the Plan. Eligible participants are automatically enrolled in the Plan at 1% of their eligible compensation for each pay period unless a contrary election is made.

Participants who have attained age fifty (50) or older before the end of the tax year are eligible to make catch-up contributions up to the maximum amount allowed for deferral under the IRC. Participants may also designate all or a portion of their elective deferrals as Roth elective deferrals. Participants may discontinue their election to contribute at any time. Participants direct the investment of their contributions into various

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

investment options offered by the Plan. Transfers from qualified plans are allowed under the provisions of the Plan. Additional after-tax voluntary contributions are not permitted.

The Plan also provided for a special deferral election that applied only to bonuses and did not affect the existing elections for all other Plan compensation.

Employer contributions

The Company may, at its discretion, make matching contributions to the Plan in a specified amount equal to a percentage of the participant's compensation or dollar amount determined by the Plan Sponsor. During 2024 and 2023, the Company contributed 50 cents for every dollar contributed by participants up to a maximum of the first 6% of the participants' eligible compensation contributed to the Plan.

Additionally, each Plan year the Company may make nonelective contributions in amounts determined by the Company each Plan year. Discretionary nonelective contributions are allocated to eligible participants based upon the percentage of the participant's compensation to the total compensation of all eligible participants. Eligible participants who are employed on the last day of the Plan year share in any discretionary nonelective contributions. No discretionary nonelective contributions were made during the years ended December 31, 2024 and 2023.

ERISA and the IRC provide that plans such as the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan cannot discriminate in favor of highly compensated individuals. To comply with these laws, certain highly compensated individuals may receive funds in the year that contributions were made in excess of the IRC Section 401(k) limit and all earnings attributable to such contributions. At December 31, 2024 and 2023, there were no corrective distributions in excess of the annual limit payable to participants.

Investment Options

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers investments in shares of publicly traded registered investment companies (mutual funds) and a money market account. Participants may change their investment mix during the year and such changes are subject to the restrictions made by the Company.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to \$50,000 or 50% of their account balance, whichever is less. No more than one (1) loan can be outstanding at any one time. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 5.25%, to 10.5%, which were commensurate with local prevailing rates at the time the loans were initiated. Principal and interest is paid ratably through payroll deductions. All loans must be repaid within five (5) years, unless the loan is used to purchase a primary residence, for which loan terms may range up to ten (10) years.

Vesting

Participants are fully vested in their employee contributions and employer safe harbor contributions plus actual earnings (losses) thereon. Vesting in the Company discretionary matching and nonelective contributions and earnings thereon is based on years of continuous service. Additionally, a participant will become fully vested in the Company's contributions account upon reaching normal retirement age or in the event of death or total and permanent disability.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

The vesting schedule for Company discretionary matching and nonelective contributions and earnings is determined as follows:

<u>Years of Service:</u>	<u>Percentage</u>
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5	100%

Forfeited accounts

Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeited amounts are retained in the Plan and will be used to pay plan administrative expenses. During the 2024 and 2023 plan year, forfeitures in the amount of \$9,200, respectively, were used to pay Plan administrative expenses. At December 31, 2024 and 2023, there were \$33,999 and \$11,714, respectively, of forfeitures that have not yet been applied to offset discretionary employer matching or non-elective contributions or to pay administrative expenses.

Payment of Benefits

On termination of employment, disability, death, or normal retirement, a participant or designated beneficiary may elect to receive a lump sum cash distribution equal to the value of the participant's vested account balance, a direct rollover distribution, or a combination of a cash distribution and direct rollover distribution. Participants may defer receipt of distribution until a later date unless their account balance is \$5,000 or less. If the vested account balance is \$5,000 or less, the Company will direct the Custodian that any amount exceeding \$1,000 be distributed to the participant, without consent, into an IRA for their benefit. If the vested account balance is \$1,000 or less, the account will be distributed to the participant without consent as a lump-sum distribution in cash.

If an active participant has attained age fifty-nine and one-half (59½), they may elect to withdraw all or a portion of their account while still employed by the Company. Hardship distributions are available to participants who demonstrate an immediate and heavy financial need.

Administrative Expenses

Certain administrative expenses incurred by the Plan are paid by the Company at its discretion, and any Plan expenses not paid by the Company are paid by the Plan such as expenses incurred in connection with the administration of the Plan. Expenses will generally be allocated among the accounts of all participants in the plan proportionately based on the value of the participant's account balances. Specific fees may also be charged directly to a participant's account in response to transactions requested under the Plan. Administrative expenses totaled \$21,717 and (\$9,038) for the years ended December 31, 2024 and 2023.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

The plan maintains a plan expense account which holds revenue sharing funds the Plan receives from the Custodian pursuant to the revenue-sharing arrangement. On a quarterly basis, revenue sharing payments received from certain of the Plan's investment options are deposited into the dedicated plan expense account. Amounts deposited in this account are used to pay qualified plan administrative expenses. During 2024 and 2023, there were \$18,790 and \$9,200, respectively, used to pay qualified plan administrative expenses. At December 31, 2024 and 2023, there was \$40,683 and \$44,022, respectively, remaining in the plan expense account.

Note B - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting and include all adjustments necessary to present fairly the financial statements of the Plan in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying disclosures. Accordingly, actual results may differ from those estimates.

Contributions

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the plan administrator and in the period in which they are deducted, in accordance with salary deferral agreements. Contributions receivables represent amounts not yet deposited into the participants' individual accounts.

Investment valuation and income recognition

Investments are reported at fair value and are measured in accordance with ASC 820. Fair value is the exchange price that would be received to sell an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) in value of investments includes realized gains and losses on investments bought and sold during the year and unrealized appreciation (depreciation) of investments held at year-end. Net realized and unrealized appreciation (depreciation) is recorded in the accompanying Statement of Changes in Net Assets Available for Benefits as net appreciation (depreciation) in fair value of investments. Management fees and operating expenses charged to the Plan for investments in registered investment companies are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Payment of Benefits

Benefits paid to participants are recorded when paid. As of December 31, 2024, there were no amounts allocated to participants who elected to withdraw from the Plan but have not been paid.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan Document.

Risks and uncertainties

The Plan provides for various investment options such as shares of registered investment companies (mutual funds) and a money market account. Investments, in general, are exposed to various risks, such as interest rate, credit and overall volatility risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note C - Information Certified by the Custodian (Unaudited) or Investments

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company ("FMTTC"), the Custodian of the Plan, except for comparing such information certified by the Custodian to information included in the Plan's financial statements and supplemental schedule.

The following information was certified as complete and accurate by the Custodian:

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

Note D – Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that the transaction to sell the asset or transfer the liability occurs in the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market. Fair value measurement is prioritized to maximize the use of observable inputs and minimize the use of unobservable inputs within a three-level fair value hierarchy. The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 – Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Company has the ability to access.

Level 2 – Inputs are observable other than quoted prices included within Level 1 for the asset or liability, either directly or indirectly through market-corroborated inputs.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Level 3 – Inputs are unobservable for the asset or liability reflecting significant modifications to observable related market data or our assumptions about pricing by market participants.

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

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

Money market funds: Valued at cost, which approximates fair value.

The following table sets forth by level, within the fair value hierarchy, the plan’s assets at fair value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 45,055,939	\$ -	\$ -	\$ 45,055,939
	\$ 45,055,939	\$ -	\$ -	\$ 45,055,939
Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 38,552,219	\$ -	\$ -	\$ 38,552,219
	\$ 38,552,219	\$ -	\$ -	\$ 38,552,219

Note E – Related party transactions

Certain Plan investments are shares of registered investment companies and a money market account managed by Fidelity Management Trust Company ("FMTC") who has been designated as the custodian and, therefore, these transactions qualify as party-in-interest transactions. In addition, the Plan has notes receivable from certain of its participants which are secured by the balances in the participants’ accounts. Therefore, related transactions qualify as party-in-interest transactions as defined under ERISA guidelines. Any purchases and sales of these investments are open market transactions at fair market value. Consequently, such transactions are permitted under the provisions of the Plan and are exempt from the prohibition of party-in-interest transactions under ERISA.

All other transactions which may be considered party-in-interest transactions relate to normal plan management and administrative services, and the related payment of fees.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note F - Plan termination

Subject to certain limitations, the right to amend, modify or terminate the Plan is reserved by the Company. In the event the Plan is terminated, the assets of the trust fund will be liquidated and each participant will be entitled to receive the entire amount of his or her account.

Note G - Reconciliation of Plan financial statements to Schedule H of Form 5500

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

	<u>12/31/2024</u>	<u>12/31/2023</u>
Net assets available for benefits per the financial statements	\$ 45,897,447	\$ 39,389,301
Contributions receivable	(679,784)	(703,994)
Net assets available per Schedule H of Form 5500	<u>\$ 45,217,663</u>	<u>\$ 38,685,307</u>

The following is a reconciliation of the net change in net assets available for benefits as reported in the financial statements to the net change as reported on Schedule H of the Form 5500 as of December 31, 2024:

	<u>12/31/2024</u>
Net increase in net assets available for benefits per the financial statements	\$ 6,508,146
Change in contribution receivable for financial reporting purposes	24,210
Net increase in net assets available per Schedule H of Form 5500	<u>\$ 6,532,356</u>

Note H - Tax status

The underlying non-standardized pre-approved profit sharing plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan Sponsor has determined that it is eligible to and has chosen to rely on the current IRS non-standardized pre-approved profit sharing plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2024 and 2023

Note I – Subsequent Events

The Company performed an evaluation of events that have occurred subsequent to the end of the Plan year through the date that the financial statements were available to be issued. As of June 5, 2025, there have been no subsequent events that occurred during such period that would require recognition in the financial statements or would require disclosure in the financial statements.

Supplemental Information

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
Employer Identification Number: 73-1408922, PN: 001
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Cost	Current value
*	Fidelity Investments	Fidelity Government Income Fund	**	\$ 162,188
*	Fidelity Investments	Fidelity® Government Money Market Fund	**	4,786
*	Fidelity Investments	Fidelity® Nasdaq® Composite Index Fund	**	2,230,283
*	Fidelity Investments	Fidelity® Fund Class K	**	1,328,152
*	Fidelity Investments	Fidelity® 500 Index Fund	**	11,083,388
*	Fidelity Investments	Fidelity® Real Estate Index Fund	**	213,169
*	Fidelity Investments	Fidelity® Small Cap Index Fund	**	859,157
*	Fidelity Investments	Fidelity® Total Market Index Fund	**	2,008,168
*	Fidelity Investments	Fidelity® International Index Fund	**	832,112
*	Fidelity Investments	Fidelity® Extended Market Index Fund	**	1,036,180
*	Fidelity Investments	Fidelity® Inflation-Protected Bond Index Fund	**	149,198
*	Fidelity Investments	Fidelity Freedom® 2015 Fund Class K6	**	593,805
*	Fidelity Investments	Fidelity Freedom® 2020 Fund Class K6	**	53,104
*	Fidelity Investments	Fidelity Freedom® 2025 Fund Class K6	**	1,007,400
*	Fidelity Investments	Fidelity Freedom® 2030 Fund Class K6	**	1,785,956
*	Fidelity Investments	Fidelity Freedom® 2035 Fund Class K6	**	1,000,603
*	Fidelity Investments	Fidelity Freedom® 2040 Fund Class K6	**	2,940,326
*	Fidelity Investments	Fidelity Freedom® 2045 Fund Class K6	**	3,534,857
*	Fidelity Investments	Fidelity Freedom® 2050 Fund Class K6	**	2,700,935
*	Fidelity Investments	Fidelity Freedom® 2055 Fund Class K6	**	1,085,185
*	Fidelity Investments	Fidelity Freedom® 2060 Fund Class K6	**	980,072
*	Fidelity Investments	Fidelity Freedom® Income Fund Class K6	**	4,699
*	Fidelity Investments	Fidelity® Intermediate Treasury Bond Index Fund	**	119,859
*	Fidelity Investments	Fidelity® Government Money Market Fund Class K6	**	3,302,626
*	Fidelity Investments	Fidelity Freedom® 2065 Fund Class K6	**	120,344
*	Fidelity Investments	Fidelity Freedom® 2070 Fund Class K6	**	52
	PIMCO	PIMCO Total Return Fund Institutional Class	**	629,064
	Victory Capital Management Inc.	Victory Sophus Emerging Markets Fund Class R6	**	352,558
	Baron Capital Group	Baron Small Cap Fund Class R6	**	72,908
	Invesco	Invesco EQV International Equity Fund Class R6	**	11,847
	RidgeWorth Funds	RidgeWorth Mid-Cap Value Equity Fund-I shares	**	43,324
	Cohen & Steers	Cohen & Steers Realty Shares Fund Class Z	**	393,527
	PIMCO	PIMCO Real Return Fund Institutional Class	**	77,198
	Vanguard	Vanguard Value Index Fund Admiral Shares	**	570,114
	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Shares	**	315,725
	Vanguard	Vanguard Small-Cap Growth Index Fund Institutional Shares	**	475,396
	Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral Shares	**	193,050
	NYLI Mgmt LLC	NYLI Winslow Large Cap Growth Class R6	**	541,224
	Janus	Janus Henderson Balanced Fund Class N	**	197,878
	Columbia Funds	Columbia Contrarian Core Fund Institutional 3 Class	**	1,042,101
	Capital Research and Mgmt Co.	American Funds American High-Income Trust® Class R-6	**	331,512
	AMG Funds LLC	AMG River Road Mid Cap Value Fund - Class Z	**	102,513
	Vanguard	Vanguard Small Cap Value Index Fund Admiral Shares	**	342,575
	Vanguard	Vanguard Mid-Cap Value Index Fund Admiral Shares	**	226,821
*	Participant Loans	Interest rates ranging from 5.25% to 10.25% with various due dates	-0-	161,724
				\$ 45,217,663

* Denotes party-in-interest as defined by ERISA

** Cost information is not required for participant-directed investments and, therefore, is not included.

Information certified as complete and accurate by Fidelity Management Trust Company ("FMTC"), the Custodian of the Plan, but not audited by the Plan's independent accountant.

**PCI Energy Solutions a.k.a.
Power Costs, Inc. 401(k) Plan**
*Financial Statements and Supplemental Information
December 31, 2025 and 2024*

**Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024**

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***Note:** All other schedules required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted since they are either not applicable or the information required therein has been included in the financial statements or notes thereto.*

Independent Auditor's Report

To the Trustees and Plan Administrator of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan:

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

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

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

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan'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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule, Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, 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 included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

ROBERTSON & ROBERTSON, PLLC.

Robertson & Robertson, PLLC
Houston, Texas
August 4, 2026

Statements of Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

	<u>12/31/2025</u>	<u>12/31/2024</u>
Assets:		
Investments, at fair value	\$ 52,047,339	\$ 45,055,939
Total investments	<u>52,047,339</u>	<u>45,055,939</u>
Contributions receivable:		
Employer	719,640	674,767
Other	5,017	5,017
Notes receivable from participants	<u>244,006</u>	<u>161,724</u>
Total contributions receivable	968,663	841,508
 Total assets	 53,016,002	 45,897,447
 Net assets available for benefits	 <u><u>\$ 53,016,002</u></u>	 <u><u>\$ 45,897,447</u></u>

The accompanying notes are an integral part of these financial statements

Statement of Changes in Net Assets Available for Benefits
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025

12/31/2025

Additions:

Additions to net assets attributed to:

Investment income (loss):	
Net appreciation (depreciation) in fair value of investments	\$ 6,360,119
Interest and dividends	1,668,883
Total investment income	<u>8,029,002</u>

Interest from notes receivable from participants	16,609
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Contributions:

Participants' contributions	2,725,059
Employer contributions	676,979
Rollovers	615,709
Total contributions	<u>4,017,747</u>

Total additions	12,063,358
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Deductions:

Deductions from net assets attributed to:

Benefits paid to participants	4,899,222
Administrative expenses	45,581
Total deductions	<u>4,944,803</u>

Net increase (decrease)	7,118,555
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Net assets available for benefits, beginning of year	45,897,447
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Net assets available for benefits, end of year	<u><u>\$ 53,016,002</u></u>
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The accompanying notes are an integral part of these financial statements

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

Note A – Description of the plan

The following brief description of the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan (“the Plan”) is provided for general information purposes only. The Plan is sponsored by PCI Energy Solutions a.k.a. Power Costs, Inc. (the “Plan Sponsor” or “Company”). Participants should refer to the Plan Document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution 401(k) plan that provides retirement savings benefits to eligible employees of the Company through tax deferred voluntary contributions by employees and discretionary matching and non-elective contributions by the Company. The Plan, which commenced effective January 1, 2005 and was amended and restated effective January 1, 2024, covers substantially all employees of the Company. Participation in the Plan is voluntary. Excluded from the class of eligible employees are nonresident aliens with no income from a U.S. source, residents of Puerto Rico and temporary employees. Employees are eligible to participate in the Plan after the attainment of the age of twenty-one (21) and the completion of one (1) month of service. An employee’s entry date is the first day of the month following the date that eligibility requirements are satisfied. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”) and the Internal Revenue Code (“IRC”). The Company is the designated administrator of the Plan and Fidelity Management Trust Company (“FMTC”) is the custodian of the Plan responsible for the management and control of the Plan’s assets which are held in individual participant investment accounts.

Plan amendments

The Plan was amended effective July 1, 2024 to permit In-Plan Roth Rollovers and In-Plan Roth Conversions. Additionally, the Plan was amended and restated effective January 1, 2023 to revise the plan name from Power Costs, Inc. 401(k) Plan to PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan and the plan sponsor from Power Costs, Inc. to PCI Energy Solutions a.k.a. Power Costs, Inc.

Participant accounts

Each participant’s account is credited with the participant’s contributions and allocations of (a) employer discretionary matching and non-elective contributions and (b) Plan earnings (losses) and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s account.

Employee contributions

Participants may elect to contribute, on a pre-tax basis, up to 90% of their eligible annual compensation, as defined by the Plan, not to exceed the maximum amount allowed under the IRC. The amount deferred is not subject to federal taxation to the participants until distributions are made from the Plan. Eligible participants are automatically enrolled in the Plan at 1% of their eligible compensation for each pay period unless a contrary election is made.

Participants who have attained age fifty (50) or older before the end of the tax year are eligible to make catch-up contributions up to the maximum amount allowed for deferral under the IRC. Participants may also designate all or a portion of their elective deferrals as Roth elective deferrals. Participants may discontinue their election to contribute at any time. Participants direct the investment of their contributions into various

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
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investment options offered by the Plan. Transfers from qualified plans are allowed under the provisions of the Plan. Additional after-tax voluntary contributions are not permitted.

The Plan also provided for a special deferral election that applied only to bonuses and did not affect the existing elections for all other Plan compensation.

Employer contributions

The Company may, at its discretion, make matching contributions to the Plan in a specified amount equal to a percentage of the participant's compensation or dollar amount determined by the Plan Sponsor. During 2025 and 2024, the Company contributed 50 cents for every dollar contributed by participants up to a maximum of the first 6% of the participants' eligible compensation contributed to the Plan.

Additionally, each Plan year the Company may make nonelective contributions in amounts determined by the Company each Plan year. Discretionary nonelective contributions are allocated to eligible participants based upon the percentage of the participant's compensation to the total compensation of all eligible participants. Eligible participants who are employed on the last day of the Plan year share in any discretionary nonelective contributions. No discretionary nonelective contributions were made during the years ended December 31, 2025 and 2024.

ERISA and the IRC provide that plans such as the PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan cannot discriminate in favor of highly compensated individuals. To comply with these laws, certain highly compensated individuals may receive funds in the year that contributions were made in excess of the IRC Section 401(k) limit and all earnings attributable to such contributions. At December 31, 2025 and 2024, there were no corrective distributions in excess of the annual limit payable to participants.

Investment Options

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers investments in shares of publicly traded registered investment companies (mutual funds) and a money market account. Participants may change their investment mix during the year and such changes are subject to the restrictions made by the Company.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to \$50,000 or 50% of their account balance, whichever is less. No more than one (1) loan can be outstanding at any one time. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 8.25% to 10.5%, which were commensurate with local prevailing rates at the time the loans were initiated. Principal and interest is paid ratably through payroll deductions. All loans must be repaid within five (5) years, unless the loan is used to purchase a primary residence, for which loan terms may range up to ten (10) years.

Vesting

Participants are fully vested in their employee contributions and employer safe harbor contributions plus actual earnings (losses) thereon. Vesting in the Company discretionary matching and nonelective contributions and earnings thereon is based on years of continuous service. Additionally, a participant will become fully vested in the Company's contributions account upon reaching normal retirement age or in the event of death or total and permanent disability.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
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The vesting schedule for Company discretionary matching and nonelective contributions and earnings is determined as follows:

<u>Years of Service:</u>	<u>Percentage</u>
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5	100%

Forfeited accounts

Forfeitures are created when participants terminate employment before becoming entitled to their full benefits under the Plan. Forfeited amounts are retained in the Plan and will be used to pay plan administrative expenses. During the 2025 and 2024 plan year, forfeitures in the amount of \$42,661 and \$9,200, respectively, were used to pay Plan administrative expenses. At December 31, 2025 and 2024, there were \$25,552 and \$33,999, respectively, of forfeitures that have not yet been applied to offset discretionary employer matching or non-elective contributions or to pay administrative expenses.

Payment of Benefits

On termination of employment, disability, death, or normal retirement, a participant or designated beneficiary may elect to receive a lump sum cash distribution equal to the value of the participant's vested account balance, a direct rollover distribution, or a combination of a cash distribution and direct rollover distribution. Participants may defer receipt of distribution until a later date unless their account balance is \$5,000 or less. If the vested account balance is \$5,000 or less, the Company will direct the Custodian that any amount exceeding \$1,000 be distributed to the participant, without consent, into an IRA for their benefit. If the vested account balance is \$1,000 or less, the account will be distributed to the participant without consent as a lump-sum distribution in cash.

If an active participant has attained age fifty-nine and one-half (59½), they may elect to withdraw all or a portion of their account while still employed by the Company. Hardship distributions are available to participants who demonstrate an immediate and heavy financial need.

Administrative Expenses

Certain administrative expenses incurred by the Plan are paid by the Company at its discretion, and any Plan expenses not paid by the Company are paid by the Plan such as expenses incurred in connection with the administration of the Plan. Expenses will generally be allocated among the accounts of all participants in the plan proportionately based on the value of the participant's account balances. Specific fees may also be charged directly to a participant's account in response to transactions requested under the Plan. Administrative expenses totaled \$45,581 and \$21,717 for the years ended December 31, 2025 and 2024.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

The plan maintains a plan expense account which holds revenue sharing funds the Plan receives from the Custodian pursuant to the revenue-sharing arrangement. On a quarterly basis, revenue sharing payments received from certain of the Plan's investment options are deposited into the dedicated plan expense account. Amounts deposited in this account are used to pay qualified plan administrative expenses. During 2025 and 2024, there were \$10,200 and \$18,790, respectively, used to pay qualified plan administrative expenses. At December 31, 2025 and 2024, there was \$8,537 and \$40,683, respectively, remaining in the plan expense account.

Note B - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are presented on the accrual basis of accounting and include all adjustments necessary to present fairly the financial statements of the Plan in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the plan administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying disclosures. Accordingly, actual results may differ from those estimates.

Contributions

Contributions from the Company and participants are accrued as they become obligations of the Company, as determined by the plan administrator and in the period in which they are deducted, in accordance with salary deferral agreements. Contributions receivables represent amounts not yet deposited into the participants' individual accounts.

Investment valuation and income recognition

Investments are reported at fair value and are measured in accordance with ASC 820. Fair value is the exchange price that would be received to sell an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) in value of investments includes realized gains and losses on investments bought and sold during the year and unrealized appreciation (depreciation) of investments held at year-end. Net realized and unrealized appreciation (depreciation) is recorded in the accompanying Statement of Changes in Net Assets Available for Benefits as net appreciation (depreciation) in fair value of investments. Management fees and operating expenses charged to the Plan for investments in registered investment companies are deducted from income earned on a daily basis and are not separately reflected. Consequently, management fees and operating expenses are reflected as a reduction of investment return for such investments.

Payment of Benefits

Benefits paid to participants are recorded when paid. As of December 31, 2025, there were no amounts allocated to participants who elected to withdraw from the Plan but have not been paid.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan Document.

Risks and uncertainties

The Plan provides for various investment options such as shares of registered investment companies (mutual funds) and a money market account. Investments, in general, are exposed to various risks, such as interest rate, credit and overall volatility risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Note C - Information Certified by the Custodian (Unaudited) or Investments

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company ("FMTC"), the Custodian of the Plan, except for comparing such information certified by the Custodian to information included in the Plan's financial statements and supplemental schedule.

The following information was certified as complete and accurate by the Custodian:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2025 and 2024.
- Net appreciation (depreciation) in fair value of investments, dividend and interest income, and interest income on notes receivable from participants reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2025.
- Investments reflected on Schedule H, Line 4i – Schedule of Assets (Held at End of Year).

Note D – Fair Value Measurements

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that the transaction to sell the asset or transfer the liability occurs in the principal market for the asset or liability or, in the absence of a principal market, the most advantageous market. Fair value measurement is prioritized to maximize the use of observable inputs and minimize the use of unobservable inputs within a three-level fair value hierarchy. The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 – Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the Company has the ability to access.

Level 2 – Inputs are observable other than quoted prices included within Level 1 for the asset or liability, either directly or indirectly through market-corroborated inputs.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

Level 3 – Inputs are unobservable for the asset or liability reflecting significant modifications to observable related market data or our assumptions about pricing by market participants.

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

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

Money market funds: Valued at cost, which approximates fair value.

The following table sets forth by level, within the fair value hierarchy, the plan’s assets at fair value as of December 31, 2025 and 2024:

Assets at Fair Value as of December 31, 2025				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 52,047,339	\$ -	\$ -	\$ 52,047,339
	<u>\$ 52,047,339</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 52,047,339</u>
Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 45,055,939	\$ -	\$ -	\$ 45,055,939
	<u>\$ 45,055,939</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 45,055,939</u>

Note E – Related party transactions

Certain Plan investments are shares of registered investment companies and a money market account managed by Fidelity Management Trust Company ("FMTC") who has been designated as the custodian and, therefore, these transactions qualify as party-in-interest transactions. In addition, the Plan has notes receivable from certain of its participants which are secured by the balances in the participants’ accounts. Therefore, related transactions qualify as party-in-interest transactions as defined under ERISA guidelines. Any purchases and sales of these investments are open market transactions at fair market value. Consequently, such transactions are permitted under the provisions of the Plan and are exempt from the prohibition of party-in-interest transactions under ERISA.

All other transactions which may be considered party-in-interest transactions relate to normal plan management and administrative services, and the related payment of fees.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
December 31, 2025 and 2024

Note F - Plan termination

Subject to certain limitations, the right to amend, modify or terminate the Plan is reserved by the Company. In the event the Plan is terminated, the assets of the trust fund will be liquidated and each participant will be entitled to receive the entire amount of his or her account.

Note G - Reconciliation of Plan financial statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits as reported in the financial statements to the assets reported on Schedule H of the Form 5500 as of December 31, 2025 and 2024:

	<u>12/31/2025</u>	<u>12/31/2024</u>
Net assets available for benefits per the financial statements	\$ 53,016,002	\$ 45,897,447
Contributions receivable	(724,657)	(679,784)
Net assets available per Schedule H of Form 5500	<u>\$ 52,291,345</u>	<u>\$ 45,217,663</u>

The following is a reconciliation of the net change in net assets available for benefits as reported in the financial statements to the net change as reported on Schedule H of the Form 5500 as of December 31, 2025:

	<u>12/31/2025</u>
Net increase in net assets available for benefits per the financial statements	\$ 7,118,555
Change in contribution receivable for financial reporting purposes	(44,873)
Net increase in net assets available per Schedule H of Form 5500	<u>\$ 7,073,682</u>

Note H - Tax status

The underlying non-standardized pre-approved profit sharing plan has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the form of the Plan is qualified under Section 401(a) of the Code, and therefore, the related trust is tax-exempt. The Plan Sponsor has determined that it is eligible to and has chosen to rely on the current IRS non-standardized pre-approved profit sharing plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Although the Plan has been amended since receiving the opinion letter, the Plan administrator believes that the plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes that the Plan is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2022.

Notes to the Financial Statements
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
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Note I – Subsequent Events

The Company performed an evaluation of events that have occurred subsequent to the end of the Plan year through the date that the financial statements were available to be issued. As of August 4, 2026, there have been no subsequent events that occurred during such period that would require recognition in the financial statements or would require disclosure in the financial statements.

Supplemental Information

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
PCI Energy Solutions a.k.a. Power Costs, Inc. 401(k) Plan
Employer Identification Number: 73-1408922, PN: 001
December 31, 2025

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment	Cost	Current value
*	Fidelity Investments	Fidelity Government Income Fund	**	\$ 170,841
*	Fidelity Investments	Fidelity® Government Money Market Fund	**	1
*	Fidelity Investments	Fidelity® Nasdaq® Composite Index Fund	**	2,569,935
*	Fidelity Investments	Fidelity® Fund Class K	**	1,521,424
*	Fidelity Investments	Fidelity® 500 Index Fund	**	13,111,739
*	Fidelity Investments	Fidelity® Real Estate Index Fund	**	171,133
*	Fidelity Investments	Fidelity® Small Cap Index Fund	**	647,925
*	Fidelity Investments	Fidelity® Total Market Index Fund	**	2,378,339
*	Fidelity Investments	Fidelity® International Index Fund	**	1,292,074
*	Fidelity Investments	Fidelity® Extended Market Index Fund	**	1,172,466
*	Fidelity Investments	Fidelity® Inflation-Protected Bond Index Fund	**	204,427
*	Fidelity Investments	Fidelity Freedom® 2015 Fund Class K6	**	693,412
*	Fidelity Investments	Fidelity Freedom® 2020 Fund Class K6	**	61,112
*	Fidelity Investments	Fidelity Freedom® 2025 Fund Class K6	**	448,457
*	Fidelity Investments	Fidelity Freedom® 2030 Fund Class K6	**	1,975,510
*	Fidelity Investments	Fidelity Freedom® 2035 Fund Class K6	**	1,254,674
*	Fidelity Investments	Fidelity Freedom® 2040 Fund Class K6	**	4,071,678
*	Fidelity Investments	Fidelity Freedom® 2045 Fund Class K6	**	4,555,663
*	Fidelity Investments	Fidelity Freedom® 2050 Fund Class K6	**	3,671,882
*	Fidelity Investments	Fidelity Freedom® 2055 Fund Class K6	**	1,536,200
*	Fidelity Investments	Fidelity Freedom® 2060 Fund Class K6	**	1,203,710
*	Fidelity Investments	Fidelity Freedom® Income Fund Class K6	**	5,196
*	Fidelity Investments	Fidelity® Intermediate Treasury Bond Index Fund	**	198,259
*	Fidelity Investments	Fidelity® Government Money Market Fund Class K6	**	2,306,235
*	Fidelity Investments	Fidelity Freedom® 2065 Fund Class K6	**	224,982
*	Fidelity Investments	Fidelity Freedom® 2070 Fund Class K6	**	134,860
	PIMCO	PIMCO Total Return Fund Institutional Class	**	742,800
	Baron Capital Group	Baron Small Cap Fund Class R6	**	76,867
	Invesco	Invesco EQV International Equity Fund Class R6	**	16,948
	RidgeWorth Funds	RidgeWorth Mid-Cap Value Equity Fund-I shares	**	65,534
	Cohen & Steers	Cohen & Steers Realty Shares Fund Class Z	**	408,254
	PIMCO	PIMCO Real Return Fund Institutional Class	**	84,084
	Vanguard	Vanguard Value Index Fund Admiral Shares	**	576,100
	Vanguard	Vanguard Emerging Markets Stock Index Fund Admiral Sh	**	397,007
	Vanguard	Vanguard Small-Cap Growth Index Fund Institutional Shares	**	524,742
	Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral Shares	**	281,944
	NYLI Mgmt LLC	NYLI Winslow Large Cap Growth Class R6	**	710,875
	Janus	Janus Henderson Balanced Fund Class N	**	168,492
	Columbia Funds	Columbia Contrarian Core Fund Institutional 3 Class	**	1,271,190
	Capital Research and Mgmt Co.	American Funds American High-Income Trust® Class R-6	**	387,019
	AMG Funds LLC	AMG River Road Mid Cap Value Fund - Class Z	**	117,696
	Vanguard	Vanguard Small Cap Value Index Fund Admiral Shares	**	393,334
	Vanguard	Vanguard Mid-Cap Value Index Fund Admiral Shares	**	242,319
*	Participant Loans	Interest rates ranging from 8.25% to 10.5% with various due dates	-0-	244,006
				\$ 52,291,345

* Denotes party-in-interest as defined by ERISA

** Cost information is not required for participant-directed investments and, therefore, is not included.

Information certified as complete and accurate by Fidelity Management Trust Company ("FMTC"), the Custodian of the Plan, but not audited by the Plan's independent accountant.