

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

Part II	Basic Plan Information—enter all requested information
1a	Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1996
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) TEMPCO ELECTRIC HEATER CORPORATION 607 NORTH CENTRAL AVENUE WOOD DALE, IL 60191
2b	Employer Identification Number (EIN) 36-2749374
2c	Plan Sponsor's telephone number 630-350-2252
2d	Business code (see instructions) 335900

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.	09/22/2026	JOHN BROOKS
	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	5 263
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) 199 6a(2) 198 6b 0 6c 57 6d 255 6e 0 6f 255 6g(1) 236 6g(2) 243 6h 1
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2025
		This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374	

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 64 65	RECORDKEEPER	5975	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
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For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	MIP CL 1
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b Name of sponsor of entity listed in (a):	FIDELITY MANAGEMENT TRUST COMPANY
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c EIN-PN	04-3022712-024	d Entity code	C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2172834
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
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c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
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c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
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a Name of MTIA, CCT, PSA, or 103-12 IE:	
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b Name of sponsor of entity listed in (a):	
--	--

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

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

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

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

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

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

A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION	D Employer Identification Number (EIN) 36-2749374

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)	2058841	1990960
(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)	2687052	3400822
(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)	252599	297877
(9) Value of interest in common/collective trusts	1c(9)	2100507	2172834
(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)	21553590	25010971
(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	28652589	32873464

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	28652589	32873464
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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)	885164	
(B) Participants	2a(1)(B)	1257043	
(C) Others (including rollovers).....	2a(1)(C)	857075	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2999282
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	76059	
(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)	21816	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		97875
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	25766	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1090987	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1116753
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	1395237	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	1302511	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		92726
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	583652	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		583652

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		117793
(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)		2656527
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		7664608

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3433647	
(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)		3433647
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		14
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)	5975	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	4097	
(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)		10072
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3443733

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		4220875
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: **HARTMAN & ROEHR CPAS,LTD.**

(2) EIN: **45-3679371**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2025 This Form is Open to Public Inspection.
For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025		
A Name of plan TEMPCO ELECTRIC HEATER CORPORATION 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TEMPCO ELECTRIC HEATER CORPORATION		D Employer Identification Number (EIN) 36-2749374
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.

TEMPCO ELECTRIC HEATER CORPORATION
401(k) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2025 AND 2024

Hartman & Roehr, Ltd.
Certified Public Accountants

HARTMAN & ROEHR CPA's, LTD.

Certified Public Accountants

656 Busse Highway
Park Ridge, Illinois 60068

Phone: 847-823-1187
Fax: 847-823-7264

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
the Tempco Electric Heater Corporation 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 Tempco Electric Heater Corporation 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). 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 Tempco Electric Heater Corporation 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 H 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. 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 Tempco Electric Heater Corporation 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Tempco Electric Heater Corporation 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 Tempco Electric Heater Corporation 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 Tempco Electric Heater Corporation 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules of [Identify included schedules and periods covered.] are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Hartman & Roehr CPA's, Ltd.

Hartman & Roehr CPA's, Ltd.

Park Ridge, Illinois
September 09, 2026

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2025 & 2024

	<u>2025</u>	<u>2024</u>
Assets available for benefits:		
Contributions receivable	\$ 1,081	\$ -
Investments at fair value	30,402,754	26,299,483
Notes receivable from participants	297,877	252,599
Investments at contract value	<u>2,241,422</u>	<u>2,234,924</u>
Net assets available for benefits	<u>\$ 32,943,134</u>	<u>\$ 28,787,006</u>

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2025

Additions to net assets attributed to:

Investment income

Net appreciation in fair value of investments	\$ 3,292,131
Realized gain on sales	92,726
Interest	76,059
Dividends	<u>1,116,753</u>

Total investment income \$ 4,577,669

Interest income on notes receivable from participants 21,816

Contributions

Rollover	857,075
Employer	886,245
Participants	<u>1,257,043</u>

Total contributions 3,000,362

Total additions 7,599,847

Deductions from net assets attributed to:

Benefits paid to participants	3,433,647
Administrative expenses	<u>10,072</u>

Total deductions 3,443,719

Net increase 4,156,128

Net assets available for benefits:

Beginning of year 28,787,006

End of year \$ 32,943,134

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

A. DESCRIPTION OF PLAN

The following brief description of the Tempco Electric Heater Corporation ("Company") 401(k) Plan ("Plan") is provided for general information purposes only. Participants should refer to the Plan document for a complete description of the Plan's provisions.

1. General. The Plan is a defined contribution plan that covers all full-time non-union employees of the Company who have completed at least three months of service and are age 18 or older, as well as part-time employees who complete at least 1,000 hours of service during the year and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). Oversight of the Plan is the responsibility of the Board of Trustees. The Investment Committee is responsible for evaluating the appropriateness of the Plan's investment options, monitoring investment performance, and reporting its findings to the Board of Trustees.
2. Contributions. Participants may contribute up to 60% of their annual pre-tax compensation, as defined in the Plan, subject to applicable Internal Revenue Service ("IRS") limitations. Participants who have attained age 50 by the end of the Plan year are eligible to make additional catch-up contributions. The Plan also permits participants to contribute amounts representing rollovers from other qualified defined benefit or defined contribution plans.

Participants self-direct the investment of their contributions among the investment options offered under the Plan. The Plan includes an automatic enrollment feature under which newly eligible employees are automatically enrolled at a deferral rate of 3% of eligible compensation, with contributions invested in a designated balanced fund, unless the employee affirmatively elects otherwise.

The Company provides a matching contribution equal to 100% of the participant's deferral up to 3% of eligible wages, plus 50% of the participant's deferral on the next 3% of eligible wages. Matching contributions are invested according to the participant's investment elections. In addition, the Company's board of directors may, at its discretion, authorize a profit-sharing contribution, which is also invested in accordance with participant direction. A profit-sharing contribution of \$360,965 was authorized for the year ended December 31, 2025. No profit-sharing contribution was made for the year ended December 31, 2024.

3. Participant Accounts. Each participant's account is credited with the participant's contributions and allocations of (a) the Company's contribution and (b) Plan earnings (losses). Allocations are based on participant's account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participant accounts are updated daily to reflect contributions, withdrawals, and changes in the fair value of investments. Administrative expenses of the Plan may be charged to participant accounts as provided under the Plan provisions.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

A. DESCRIPTION OF PLAN (Continued)

4. Vesting. Effective January 1, 2022, eligible employees participating in the Plan are fully vested immediately in their own contributions as well as in the Company's safe harbor matching contributions, including any related earnings. Employer matching contributions made prior to January 1, 2022, which were not designated as safe harbor contributions, are subject to a graded vesting schedule based on years of credited service, as follows: 20% after two years, 40% after three years, 60% after four years, 80% after five years, and 100% after six years of credited service. Participants who terminate employment before becoming fully vested forfeit the nonvested portion of their employer contributions. Forfeited amounts, if any, are used to reduce future employer contributions or pay administrative expenses of the Plan.
5. Notes Receivable from Participants. Participants may borrow from their accounts up to the lesser of \$50,000 or 50% of their vested account balance. Participant loans are secured by the vested balance in the participant's account and bear interest at rates ranging from 4.25% to 9.50%, which are consistent with prevailing market rates. Repayments of principal and interest are made through weekly payroll deductions.
6. Forfeited Accounts. At December 31, 2025 and 2024, forfeited nonvested accounts totaled \$22,138 and \$21,308, respectively. Forfeitures may be used to pay Plan administrative expenses. Administrative expenses paid from forfeited nonvested accounts during 2025 or 2024 totaled \$750 and \$4,875.

B. SUMMARY OF ACCOUNTING POLICIES

1. Date of Management's Review. Subsequent events have been evaluated through September 09, 2026, the date on which the financial statements were available to be issued.
2. Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the Plan administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, as well as the accompanying disclosures. Actual results could differ from those estimates.
3. Basis of Accounting. The financial statements of the Plan are prepared using the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("GAAP"). Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Contract value represents the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan and is therefore considered the most relevant measure for such contracts. Investment valuations and related information are provided by Fidelity Management Trust Company, the Plan's trustee, and do not require the use of estimates by management.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

B. SUMMARY OF ACCOUNTING POLICIES(Continued)

4. Contributions Receivable. Contributions receivable represent participant and employer contributions attributable to the Plan year that had not been remitted to the Plan as of year-end. Contributions receivable are recorded when due in accordance with the terms of the Plan. Contributions receivable at December 31, 2025 totaled \$1,081. There were no contributions receivable at December 31, 2024.
5. Notes Receivable from Participants. Notes receivable from participants are stated at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis, and related fees are recognized as administrative expenses when incurred. No allowance for credit losses has been established as of December 31, 2025 or 2024. Delinquent participant loans are reclassified as distributions in accordance with the terms of the Plan document. The repayment of participant loans is typically made through payroll deductions, and loan terms are generally limited to five years, unless used for the purchase of a primary residence. The Plan administrator monitors compliance with loan terms, and defaults are handled in accordance with IRS regulations and the Plan provisions.
6. Investment Valuation and Income Recognition. Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value represents the price to sell an asset or transfer a liability in an orderly transaction between market participants at the measurement date. The Investment Committee establishes the Plan's valuation policies. See Note C for additional fair value disclosures. Purchases and sales are recorded on a trade-date basis, interest income on the accrual basis, and dividends on the ex-dividend date. Net appreciation (depreciation) includes realized and unrealized gains and losses.
7. Excess Contributions Payable. Amounts payable to participants for contributions in excess of limits established by the Internal Revenue Service ("IRS") are recorded as accounts payable, with a corresponding reduction to contributions. There were no excess contributions for the years ended December 31, 2025 or 2024.
8. Payment of Benefits. Benefits are recorded when paid. Accordingly, amounts payable to participants are not accrued in the financial statements. Distributions are made in accordance with the provisions of the Plan and generally occur upon retirement, termination of employment, death, disability, or in the case of an approved hardship withdrawal. In addition, required minimum distributions are made once participants attain the age specified under Internal Revenue Service regulations.
9. Operating Expenses. Certain Plan administrative expenses are paid by the Plan unless paid directly by the Company. Investment and participant loan administration fees are charged to participant accounts and included in administrative expenses.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

C. FAIR VALUE MEASUREMENTS

The framework for measuring fair value establishes a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 — Fair Value Measurements. Inputs to the valuation methodology are unadjusted quoted prices for identical assets in active markets that the Plan has the ability to access.

Level 2 — Fair Value Measurements Inputs to the valuation methodology include:

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

If the asset has a specified contractual term, Level 2 inputs must be observable for substantially the full term of the asset. The Plan held no investments classified as Level 2 at December 31, 2025 or 2024.

Level 3 — Fair Value Measurements. Inputs to the valuation methodology are unobservable and significant to the fair value measurement. The Plan held no investments classified as Level 3 at December 31, 2025 or 2024.

The determination of an investment's fair value level within the hierarchy is based on the lowest level input that is significant to the valuation. Valuation techniques are designed to maximize the use of observable inputs and minimize the use of unobservable inputs.

Valuation Methodologies. The valuation methods used for assets measured at fair value have not changed from those used at December 31, 2025 and 2024.

- **Common stock:** Valued at the closing price reported on the active market on which the individual securities are traded. The fair value of common stock is based on quoted market prices readily available from national securities exchanges.
- **Mutual funds:** Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds registered with the SEC. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. Mutual funds held by the Plan are deemed to be actively traded. The fair value of mutual fund investments is determined using quoted NAVs, which represent the price at which participants may redeem their holdings.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

C. FAIR VALUE MEASUREMENTS (Continued)

The following tables present, by level within the fair value hierarchy, the Plan's investments measured at fair value as of December 31, 2025 and 2024:

December 31, 2025	Fair Value	Level 1	Level 2	Level 3
Mutual funds	\$ 25,010,971	\$ 25,010,971	\$ -	\$ -
Common stock	3,400,822	3,400,822	-	-
U.S. Treasury Bonds	-	-	-	-
Cash	1,990,961	1,990,961	-	-
Total assets at fair value	\$ 30,402,754	\$ 30,402,754	\$ -	\$ -

December 31, 2024	Fair Value	Level 1	Level 2	Level 3
Mutual funds	\$ 21,553,590	\$ 21,553,590	\$ -	\$ -
Common stock	2,687,052	2,687,052	-	-
U.S. Treasury Bonds	-	-	-	-
Cash	2,058,841	2,058,841	-	-
Total assets at fair value	\$ 26,299,483	\$ 26,299,483	\$ -	\$ -

D. INVESTMENTS

Upon enrollment, participants may allocate their contributions among the investment options offered under the Plan. All investments are participant-directed, and participants may change their investment elections on a daily basis. Interest-bearing cash balances, consisting primarily of the Fidelity Government Money Market Fund and BrokerageLink Cash, are included in investments in the accompanying financial statements in accordance with FinREC recommendations.

E. GUARANTEED INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan entered into a fully benefit-responsive guaranteed investment contract with Fidelity Management Trust Company ("Fidelity"). Fidelity maintains the contributions in a pooled account that is credited with actual earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Under the terms of the contract, the issuer is obligated to repay principal and to provide a specified interest rate that is guaranteed to the Plan.

Because the contract qualifies as fully benefit-responsive, contract value is the appropriate measurement basis for that portion of the net assets available for benefits attributable to

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

E. GUARANTEED INVESTMENT CONTRACT WITH INSURANCE COMPANY(Continued)

the guaranteed investment contract. Accordingly, the guaranteed investment contract is reported in the statements of net assets available for benefits at contract value. Contract value, as reported to the Plan by Fidelity, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily withdraw or transfer all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the issuer or otherwise. The contract value of the guaranteed investment contract was \$2,241,422 and \$2,234,924 at December 31, 2025 and 2024, respectively. The crediting interest rate is determined in accordance with a formula agreed upon with the issuer.

Certain events could limit the Plan's ability to transact at contract value with Fidelity. Such events include, but are not limited to: (a) amendments to the Plan documents, including complete or partial Plan termination or merger with another plan; (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; (c) bankruptcy or other significant events affecting the Plan sponsor (e.g., divestitures or spin-offs) that could result in substantial withdrawals; or (d) loss of the trust's tax-exempt status or required ERISA exemptions. In addition, certain events could allow the issuer to terminate the contract at an amount other than contract value, such as (a) an uncured breach of investment guidelines, (b) a material amendment without the issuer's consent, (c) violation of a material contractual obligation, or (d) material misrepresentation. The Plan administrator does not believe that the occurrence of any such events that would limit the Plan's ability to transact at contract value with participants or with the issuer is probable.

The guaranteed investment contract does not permit Fidelity to terminate the agreement prior to the scheduled maturity date.

F. PLAN TERMINATION

Although the Company has not expressed any intent to do so, it reserves the right to discontinue contributions to the Plan at any time and to terminate the Plan, subject to the provisions of ERISA. In the event of Plan termination, participants would become fully vested in their accounts.

G. TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company, by letter dated June 30, 2020, that the Plan and related trust were designed in compliance with applicable provisions of the Internal Revenue Code ("IRC"). Although the Plan has been amended since the issuance of the determination letter, the Plan administrator believes the Plan continues to be designed and operated in compliance with the applicable requirements of the IRC. Accordingly, the Plan administrator believes that the Plan is qualified, and the related trust is tax-exempt.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

G. TAX STATUS (Continued)

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and to recognize liabilities for uncertain tax positions when it is more likely than not that such positions would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing authorities; however, there are no audits currently in progress for any tax periods.

H. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed the independent auditor not to perform auditing procedures with respect to the investment information prepared and certified by Fidelity Management Trust Company, the Plan's trustee, other than comparing such information to the related disclosures in the financial statements and supplemental schedules. Accordingly, the investment information presented in the statements of net assets available for benefits and the related statements of changes in net assets available for benefits has not been audited. The investment information included in the accompanying financial statements and supplemental schedules is based on data prepared and certified as complete and accurate by the trustee.

	<u>December 31,</u>	
	<u>2025</u>	<u>2024</u>
Investments at fair value:		
Cash	\$ 1,990,961	\$ 2,058,841
U.S. Treasury Bonds	-	-
Common stock	3,400,822	2,687,052
Shares of Registered Investment Companies	25,010,971	21,553,590
Investments at contract value:		
Common Collective Trusts	2,241,422	2,234,924
Notes Receivable from Participants	\$ 297,877	\$ 252,599

I. RISKS AND UNCERTAINTIES

The Plan invests in a variety of investment securities. These investments are subject to customary risks, including interest rate, market, and credit risk. It is reasonably possible that changes in the fair value of investment securities could occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

TEMPCO ELECTRIC HEATER CORPORATION
401 (k) PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2025 & 2024

J. RELATED PARTY TRANSACTION

Certain Plan investments are shares of mutual funds managed by Fidelity Investments Institutional. Fidelity Investments Institutional serves as the Plan's recordkeeper and, accordingly, these transactions qualify as party-in-interest transactions. Fees paid for investment management services totaled \$5,975 and \$7,725 for the years ended December 31, 2025 and 2024, respectively.

These party-in-interest transactions are exempt from the prohibited transaction provisions of ERISA.

K. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H OF FORM 5500

The following table provides a reconciliation of net assets available for benefits as reported in the financial statements to the net assets reported on Schedule H of Form 5500:

	<u>December 31,</u>	
	<u>2025</u>	<u>2024</u>
Net assets available for benefits per the financial statements	\$ 32,943,134	\$ 28,787,006
Contribution receivable	(1,081)	-
Fully benefit responsive investment adjustment to fair value	<u>(68,589)</u>	<u>(134,417)</u>
Net assets available for benefits per Schedule H, Form 5500	<u>\$ 32,873,464</u>	<u>\$ 28,652,589</u>

L. DISTRIBUTION PAYABLE

As of December 31, 2025 and 2024, all net assets available for benefits were fully available, and no participant distributions were pending for participants who had requested a distribution prior to year-end.

SUPPLEMENTARY INFORMATION

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
SCHEDULE OF ASSETS (HELD AT YEAR END)
FORM 5500, Schedule H, Item 4i
EIN 36-2749374 PN 001
December 31, 2025

		Description of Investment Including		
Identity of Issuer, Borrower or Similar Party		Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
(a)	(b)	(c)	(d)	(e)
	<u>Cash</u>			
(1)	Fidelity Investments	Fidelity Government Money Market	*	711,435
(1)	Fidelity Investments	BrokerageLink - Cash	*	1,279,526
				1,990,961
	<u>Common Stock</u>			
(1)	Fidelity Investments	BrokerageLink - Common Stock	*	3,400,822
	<u>Common Collective Trusts</u>			
(1)	Fidelity Investments	Fidelity Managed Income Portfolio	*	2,172,833
	<u>Mutual Funds</u>			
(1)	Fidelity Investments	BrokerageLink- Unit Trust	*	328,477
(1)	Fidelity Investments	Fidelity Contra Fund	*	1,119,704
(1)	Fidelity Investments	Fidelity Value Fund	*	831,834
(1)	Fidelity Investments	Fidelity Mortgage Securities	*	87,289
(1)	Fidelity Investments	Fidelity Select Healthcare	*	110,123
(1)	Fidelity Investments	Fidelity Select Technology	*	406,623
(1)	Fidelity Investments	Fidelity Select Utilities	*	47,251
(1)	Fidelity Investments	Fidelity Select Financial	*	15,717
(1)	Fidelity Investments	Fidelity Canada Fund	*	59,861
(1)	Fidelity Investments	Fidelity Blue Chip	*	6,911,622
(1)	Fidelity Investments	Fidelity Emerging Markets	*	68,008
(1)	Fidelity Investments	Fidelity Growth Strategies	*	1,134,274
(1)	Fidelity Investments	Fidelity Diversified International	*	812,820
(1)	Fidelity Investments	Fidelity Dividend Growth	*	951,278
(1)	Fidelity Investments	Fidelity Mid-Cap Stock	*	488,423
(1)	Fidelity Investments	Fidelity Small Cap Stock	*	152,240
(1)	Fidelity Investments	Fidelity Freedom Income	*	154,970
(1)	Fidelity Investments	Fidelity Small Cap Discovery	*	229,423
(1)	Fidelity Investments	Fidelity Select Natural Resources	*	4,549
(1)	Fidelity Investments	Fidelity Select Industrials	*	35,877
(1)	Fidelity Investments	Fidelity Select Consumer Discr.	*	24,449
(1)	Fidelity Investments	Fidelity Large Cap Value	*	113,476
(1)	Fidelity Investments	Fidelity Freedom 2010	*	218,373
(1)	Fidelity Investments	Fidelity Freedom 2015	*	232,377
(1)	Fidelity Investments	Fidelity Freedom 2020	*	1,011,763
(1)	Fidelity Investments	Fidelity Freedom 2025	*	407,629
(1)	Fidelity Investments	Fidelity Freedom 2030	*	2,324,175
(1)	Fidelity Investments	Fidelity Freedom 2035	*	1,278,395
(1)	Fidelity Investments	Fidelity Freedom 2040	*	515,210
(1)	Fidelity Investments	Fidelity Freedom 2045	*	459,324
(1)	Fidelity Investments	Fidelity Freedom 2050	*	288,573
(1)	Fidelity Investments	Fidelity Freedom 2055	*	402,006
(1)	Fidelity Investments	Fidelity Freedom 2060	*	106,830
(1)	Fidelity Investments	Fidelity Freedom 2065	*	156,937
(1)	Fidelity Investments	Fidelity Freedom 2070	*	2,983
(1)	Fidelity Investments	Fidelity Total Market Index	*	2,494,210
(1)	Fidelity Investments	US Bond Index	*	1,023,898
				25,010,971
	TOTAL INVESTMENTS PER FINANCIAL STATEMENTS			32,575,587
(2)	Notes Receivable from Participants	Interest Rates From 4.25% to 9.50%	-0-	297,877
	TOTAL INVESTMENTS PER FORM 5500			32,873,464

(1) Fidelity Investments Institutional provides record services for the plan and is a party-in-interest as defined by the Employee Retirement Income Security Act 1974 (ERISA).

(2) A party-in-interest as defined by ERISA.

* Cost information has been omitted as investments are participant directed.

TEMPCO ELECTRIC HEATER CORPORATION 401(k) PLAN
SCHEDULE OF ASSETS (HELD AT YEAR END)
FORM 5500, Schedule H, Item 4i
EIN 36-2749374 PN 001
December 31, 2025

		Description of Investment Including		
Identity of Issuer, Borrower or Similar Party		Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost	Current Value
(a)	(b)	(c)	(d)	(e)
	<u>Cash</u>			
(1)	Fidelity Investments	Fidelity Government Money Market	*	711,435
(1)	Fidelity Investments	BrokerageLink - Cash	*	1,279,526
				<u>1,990,961</u>
	<u>Common Stock</u>			
(1)	Fidelity Investments	BrokerageLink - Common Stock	*	3,400,822
	<u>Common Collective Trusts</u>			
(1)	Fidelity Investments	Fidelity Managed Income Portfolio	*	2,172,833
	<u>Mutual Funds</u>			
(1)	Fidelity Investments	BrokerageLink- Unit Trust	*	328,477
(1)	Fidelity Investments	Fidelity Contra Fund	*	1,119,704
(1)	Fidelity Investments	Fidelity Value Fund	*	831,834
(1)	Fidelity Investments	Fidelity Mortgage Securities	*	87,289
(1)	Fidelity Investments	Fidelity Select Healthcare	*	110,123
(1)	Fidelity Investments	Fidelity Select Technology	*	406,623
(1)	Fidelity Investments	Fidelity Select Utilities	*	47,251
(1)	Fidelity Investments	Fidelity Select Financial	*	15,717
(1)	Fidelity Investments	Fidelity Canada Fund	*	59,861
(1)	Fidelity Investments	Fidelity Blue Chip	*	6,911,622
(1)	Fidelity Investments	Fidelity Emerging Markets	*	68,008
(1)	Fidelity Investments	Fidelity Growth Strategies	*	1,134,274
(1)	Fidelity Investments	Fidelity Diversified International	*	812,820
(1)	Fidelity Investments	Fidelity Dividend Growth	*	951,278
(1)	Fidelity Investments	Fidelity Mid-Cap Stock	*	488,423
(1)	Fidelity Investments	Fidelity Small Cap Stock	*	152,240
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(1)	Fidelity Investments	Fidelity Large Cap Value	*	113,476
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(1)	Fidelity Investments	Fidelity Freedom 2015	*	232,377
(1)	Fidelity Investments	Fidelity Freedom 2020	*	1,011,763
(1)	Fidelity Investments	Fidelity Freedom 2025	*	407,629
(1)	Fidelity Investments	Fidelity Freedom 2030	*	2,324,175
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(1)	Fidelity Investments	Fidelity Freedom 2040	*	515,210
(1)	Fidelity Investments	Fidelity Freedom 2045	*	459,324
(1)	Fidelity Investments	Fidelity Freedom 2050	*	288,573
(1)	Fidelity Investments	Fidelity Freedom 2055	*	402,006
(1)	Fidelity Investments	Fidelity Freedom 2060	*	106,830
(1)	Fidelity Investments	Fidelity Freedom 2065	*	156,937
(1)	Fidelity Investments	Fidelity Freedom 2070	*	2,983
(1)	Fidelity Investments	Fidelity Total Market Index	*	2,494,210
(1)	Fidelity Investments	US Bond Index	*	<u>1,023,898</u>
				<u>25,010,971</u>
				<u>32,575,587</u>
	TOTAL INVESTMENTS PER FINANCIAL STATEMENTS			
(2)	Notes Receivable from Participants	Interest Rates From 4.25% to 9.50%	-0-	<u>297,877</u>
	TOTAL INVESTMENTS PER FORM 5500			<u>32,873,464</u>

(1) Fidelity Investments Institutional provides record services for the plan and is a party-in-interest as defined by the Employee Retirement Income Security Act 1974 (ERISA).

(2) A party-in-interest as defined by ERISA.

* Cost information has been omitted as investments are participant directed.