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

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] 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:
- [X] 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
TRAMONTINA USA, INC. RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2000

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)
TRAMONTINA USA, INC.

12955 W AIRPORT BLVD
SUGAR LAND, TX 77478-6119

2b Employer Identification Number (EIN)
76-0193074

2c Plan Sponsor's telephone number
281-340-8400

2d Business code (see instructions)
423990

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.	10/13/2026	MARIA LOPEZ
	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 [X] 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

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	291
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	**6a(1)**	220
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	224
b	Retired or separated participants receiving benefits	**6b**	2
c	Other retired or separated participants entitled to future benefits	**6c**	67
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	293
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	293
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	239
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	243
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	7
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:

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

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)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
TRAMONTINA USA, INC. RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TRAMONTINA USA, INC.

D Employer Identification Number (EIN)
76-0193074

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
35-0472300	65676	895798087	15	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☒ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	260972
c	Additions: (1) Contributions deposited during the year	7c(1)	36841		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	6294		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)	58730		
	▶ OTHER INCOME				
	(6) Total additions			7c(6)	101865
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	362837
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	15827		
	(2) Administration charge made by carrier	7e(2)	49981		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)	1004		
	▶ OTHER EXPENSES				
	(5) Total deductions			7e(5)	66812
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	296025

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**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
TRAMONTINA USA, INC. RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TRAMONTINA USA, INC.

D Employer Identification Number (EIN)
76-0193074

Part I Service Provider Information (see instructions)

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

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	38429	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

MERRILL LYNCH

13-5674085

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	27222	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

WITHUMSMITH & BROWN, PC

22-2027092

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	ACCOUNTANT/AUDITOR	15976	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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
TRAMONTINA USA, INC. RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TRAMONTINA USA, INC.

D Employer Identification Number (EIN)
76-0193074

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)	0	0
(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)	184199	240122
(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)	13799409	16600310
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	260985	296024
(15) Other	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	14244593	17136456
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	12	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	12	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	14244581	17136456

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)	728819	
(B) Participants	2a(1)(B)	1194487	
(C) Others (including rollovers)	2a(1)(C)	18616	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1941922
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(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)	17340	
(F) Other	2b(1)(F)	6312	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		23652
(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)	546382	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		546382
(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)		1988450
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		4500406
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1503385	
(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)		1503385
f Corrective distributions (see instructions)	2f		23519
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)	38429	
(4) IQPA audit fees	2i(4)	15976	
(5) Investment advisory and investment management fees	2i(5)	0	
(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)	27222	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		81627
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1608531
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2891875
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) [X] 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) [X] 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: WITHUMSMITH&BROWN, PC **(2)** EIN: 22-2027092

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.)	**4a**	X		18554
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.)	**4b**		X	
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.)	**4c**		X	
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.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		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?	**4f**		X	
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?	**4g**		X	
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?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
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.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
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.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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
TRAMONTINA USA, INC. RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TRAMONTINA USA, INC.

D Employer Identification Number (EIN)
76-0193074

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**

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 .

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

Plan Description: Non-Standardized Pre-Approved Profit Sharing Plan With CODA
FFN: 317E1080017-001 Case: 201800482 EIN: 04-3532603
Letter Serial No: Q702438a
Date of Submission: 11/05/2018

FMR LLC
245 SUMMER STREET
BOSTON, MA 02109

Contact Person:
Janell Hayes
Telephone Number:
513-975-6319
In Reference To: TEGE:EP:7521
Date: 06/30/2020

Dear Applicant:

In our opinion, the form of the plan identified above is acceptable for use by employers for the benefit of their employees under Internal Revenue Code (IRC) Section 401.

We considered the changes in qualification requirements in the 2017 Cumulative List of Notice 2017-37, 2017-29 Internal Revenue Bulletin (IRB) 89. Our opinion relates only to the acceptability of the form of the plan under the IRC. We did not consider the effect of other federal or local statutes.

You must provide the following to each employer who adopts this plan:
. A copy of this letter
. A copy of the approved plan
. Copies of any subsequent amendments including their dates of adoption
. Direct contact information including address and telephone number of the plan provider

Our opinion on the acceptability of the plan's form is a determination as to the qualification of the plan as adopted by a particular employer only under the circumstances, and to the extent, described in Revenue Procedure (Rev. Proc.) 2017-41, 2017-29 I.R.B. 92. The employer who adopts this plan can generally rely on this letter to the extent described in Rev. Proc. 2017-41. Thus, Employee Plans Determinations, except as provided in Section 12 of Rev. Proc. 2020-4, 2020-01 I.R.B. 148 (as updated annually), will not issue a determination letter to an employer who adopts this plan. Review Rev. Proc. 2020-4 to determine the eligibility of an adopting employer, and the items needed, to submit a determination letter application. The employer must also follow the terms of the plan in operation.

Except as provided below, our opinion doesn't apply to the requirements of IRC Sections 401(a)(4), 401(l), 410(b), and 414(s). Our opinion doesn't apply to IRC Sections 415 and 416 if an employer maintains or ever maintained another qualified plan for one or more employees covered by this plan. For this purpose, we will not consider the employer to have maintained another defined contribution plan provided both of the following are true:
. The employer terminated the other plan before the effective date of this plan
. No annual additions have been credited to any participant's account under the other plan as of any date within the limitation year of this plan

Also, for this purpose, we'll consider an employer as maintaining another defined contribution plan, if the employer maintains any of the following:
. A welfare benefit fund defined in IRC Section 419(e), which provides post-retirement medical benefits allocated to separate accounts for key employees as defined in IRC Section 419A(d)

. An individual medical account as defined in IRC Section 415(l)(2), which is part of a pension or annuity plan maintained by the employer
. A simplified employee pension plan

Our opinion doesn't apply to Treasury Regulations Section 1.401(a)-1(b)(2) requirements for a money purchase plan or target benefit plan where the normal retirement age under the employer's plan is lower than age 62.

Our opinion doesn't constitute a determination that the plan is an IRC Section 414(d) governmental plan. This letter is not a ruling with respect to the tax treatment to be given contributions which are picked up by the governmental employing unit within the meaning of IRC Section 414(h)(2).

Our opinion doesn't constitute a determination that the plan is an IRC Section 414(e) church plan.

Our opinion may not be relied on by a non-electing church plan for rules governing pre-ERISA participation and coverage.

Our opinion applies to the requirements of IRC Section 410(b) if 100 percent of all non-excludable employees benefit under the plan.

Employers who choose a safe harbor allocation formula and a safe harbor compensation definition may also rely on this opinion letter for the non-discriminatory amounts requirement under IRC Section 401(a)(4).

If this plan includes a cash or deferred arrangement (CODA) or otherwise provides for contributions subject to IRC Sections 401(k) and/or 401(m), the employer may rely on the opinion letter regarding the form of the non-discrimination tests of IRC Sections 401(k)(3) and 401(m)(2), if the employer uses a safe harbor compensation definition. For plans described in IRC Sections 401(k)(12) or (13) and/or 401(m)(11) or (12), employers may rely on the opinion letter regarding whether the plan's form satisfies the requirements of those sections unless the plan provides for the safe harbor contribution to be made under another plan. For SIMPLE plans described in IRC Sections 401(k)(11) and 401(m)(10), employers may also rely on the opinion letter regarding whether the plan's form satisfies the requirements of those sections.

The provisions of this plan override any conflicting provision contained in the trust or custodial account documents used with the plan, and an adopting employer may not rely on this letter to the extent that provisions of a trust or custodial account that are a separate portion of the plan override or conflict with the provisions of the plan document. This opinion letter does not cover any provisions in trust or custodial account documents.

An employer who adopts this plan may not rely on this letter when:
. the plan is being used to amend or restate a plan of the employer which was not previously qualified
. the employer's adoption of the plan precedes the issuance of the letter
. the employer doesn't correctly complete the adoption agreement or other elective provisions in the plan
. the plan is not identical to the pre-approved plan (that is, the employer has made amendments that cause the plan not to be considered identical to the pre-approved plan, as described in Section 8.03 of Rev. Proc. 2017-41)

Our opinion doesn't apply to what is contained in any documents referenced outside the plan or adoption agreement, if applicable, such as a collective bargaining agreement.

Our opinion doesn't consider issues under Title I of the Employee Retirement Income Security Act (ERISA) which are administered by the Department of Labor.

If you, the pre-approved plan provider, have questions about the status of this case, you can call the telephone number at the top of the first page of this letter. This number is only for the provider's use.

Individual participants or adopting eligible employers with questions about the plan should contact you.

You must include your address and telephone number on the pre-approved plan or the plan's adoption agreement, if applicable, so that adopting employers can contact you directly.

If you write to us about this plan, provide your telephone number and the best time to call if we need more information. Whether you call or write, refer to the letter serial number and file folder number at the top of the first page of this letter.

Let us know if you change or discontinue sponsorship of this plan.

Keep this letter for your records.

Sincerely Yours,

Khin M. Chow

Khin M. Chow
Director, EP Rulings & Agreements

Letter 6186 (June-2020)
Catalog Number 72434C

Tramontina USA, Inc. Retirement Savings Plan
Financial Statements
December 31, 2025 and 2024
With Independent Auditor's Report

withum
ADVISORY TAX AUDIT

Tramontina USA, Inc. Retirement Savings Plan
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December 31, 2025 and 2024

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Independent Auditor's Report

To the Plan Administrator of
Tramontina USA, Inc. Retirement Savings Plan:

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

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

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Tramontina USA, Inc. Retirement Savings 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 Tramontina USA, Inc. Retirement Savings Plan's ability to continue as a going concern for at least one year following the date that the financial statements are available to be issued.

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

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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Tramontina USA, Inc. Retirement Savings 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 Tramontina USA, Inc. Retirement Savings 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, Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental 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).

Wilkerson Smith + Brown, PC

October 2, 2026

Tramontina USA, Inc. Retirement Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value	$ 16,600,310	$ 13,799,409
Investments at contract value	296,024	260,973
Notes receivable from participants	240,122	224,301
Total assets	17,136,456	14,284,683
Liabilities		
Excess contributions refundable	47,527	-
Total liabilities	47,527	-
Net assets available for benefits	$ 17,088,929	$ 14,284,683

The Notes to Financial Statements are an integral part of these statements.

Tramontina USA, Inc. Retirement Savings Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2025

Additions	
Investment income	
Net appreciation in fair value of investments	$ 1,988,450
Dividends	546,382
Interest	6,312
Total investment income	2,541,144
Interest income on notes receivable from participants	17,340
Contributions	
Participants	1,146,960
Employer	728,819
Rollovers	18,616
Total contributions	1,894,395
Total additions	4,452,879
Deductions	
Benefits paid to participants	1,567,006
Administrative expenses	81,627
Total deductions	1,648,633
Net increase	2,804,246
Net assets available for benefits	
Beginning of year	14,284,683
End of year	$ 17,088,929

The Notes to Financial Statements are an integral part of this statement.

1. Description of Plan

The following description of Tramontina USA, Inc. Retirement Savings Plan ("Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a qualified retirement plan originally effective January 1, 2000, and amended and restated June 23, 2021, to conform to new tax laws and regulations. The Plan covers all eligible employees of Tramontina USA, Inc. ("Company") to provide them with the opportunity to save for retirement on a tax-advantaged basis. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Eligibility

All employees of the Company are eligible to participate in the Plan upon the first day of the month coinciding with or following the date of hire.

Contributions

Participant may elect to reduce their compensation by a specific percentage or dollar amount and have the amount contributed to the Plan as a salary deferral. There are two types of salary deferrals: pre-tax 401(k) deferrals and Roth 401(k) deferrals. Total deferrals in any taxable year may not exceed a dollar limit that is set by law. Participants at least age 50 or will attain age 50 before the end of calendar year by defer additional amounts as catch-up contributions. Participants may made modifications to or revoke their salary deferral election at any time.

The Plan includes an automatic enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 4% of eligible compensation.

The Company matches participant's salary deferrals based on a tiered structure. During 2025, depending on the tiered employee grouping, the Company matched an amount equal to 50%, 75% or 100% of a participant’s contribution to the Plan.

A participant is also permitted to deposit into the Plan distributions they have received from other retirement plans and certain IRAs as rollover contributions.

Participant Accounts

Each participant's account is credited with the participant's contributions, employer contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Participants direct the investment of their account balances in any of several investment options. Participants can change their allocation among the various investment options either through direct transfers from one investment to another or by changing the percentage of future contributions allocated among the investments.

Vesting

Participants are always 100% vested in their contributions and rollovers plus actual Plan earnings thereon. Participants are vested in employer contributions based on years of service. Participants begin vesting at 20% after one year of service, increasing 20% each year thereafter, with the participant 100% vested after five years of service.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000 for up to a maximum limited to the lesser of $50,000 or 50% of the participant's vested interest in the Plan. Participants have only have one loan outstanding at any given time. The loans are adequately secured by the balance in the participant's account. All loans shall bear a reasonable rate of interest as determined by the Company. Principal and interest are paid ratably through payroll deductions. Terms range up to five years or greater for the purchase of a principal residence.

Payment of Benefits
On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in their account or installment payments. If a terminated participant's vested balance is less than or equal to $7,000, the amount may be automatically distributed in the form of lump sum cash payment or rolled over to an IRA if the vested account balance is between $1,000 and $7,000.

Participants may be entitled to receive an in-service distribution. Generally, participants may receive a distribution from the Plan for certain accounts prior to their termination of employment provided they have attained age 59 1/2. Participants may also withdraw money for financial hardship if they satisfy certain conditions.

Forfeited Accounts
As of December 31, 2025 and 2024, forfeited nonvested accounts totaled $52,434 and $53,177, respectively. Forfeitures may first be used to pay plan expenses. Any forfeitures remaining are available to reduce the Company's future matching contributions. During 2025, plan expenses were reduced by $50,977, from forfeited nonvested accounts, in accordance with plan provisions.

Excess Contributions Payable
Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service ("IRS") are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2025 excess contributions to the applicable participants in 2026.

2. Summary of Accounting Policies

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

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

Investment Valuation and Income Recognition
Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

Contributions
Contributions from participants and the matching contributions from the employer are recorded in the year in which the related participant contributions are withheld from compensation.

Notes Receivable from Participants
Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed as incurred.

Excess Contributions Payable
Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions.

Payment of Benefits
Benefits are recorded when paid.

Expenses
Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

Subsequent Events
The Plan has evaluated subsequent events through October 2, 2026, the date the financial statements were available to be issued.

3. Certified Investment Information

Certain information in the accompanying financial statements and ERISA-required supplemental schedules related to investments and notes receivable from participants held as of December 31, 2025 and 2024, and net appreciation in fair value of investments, dividends, interest, and interest income on notes receivable from participants for the year ended December 31, 2025, was obtained by the Company and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, a qualified institution.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, are described as follows:

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

Level 2 - Inputs to the valuation technique include:
- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Level 3 - Inputs to the valuation technique are unobservable and significant to the fair value measurement.

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

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

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	December 31, 2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 16,600,310	$ -	$ -	$ 16,600,310
Investments at fair value	$ 16,600,310	$ -	$ -	$ 16,600,310

	December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 13,799,409	$ -	$ -	$ 13,799,409
Investments at fair value	$ 13,799,409	$ -	$ -	$ 13,799,409

5. Group Annuity Contract

The Plan entered into a traditional fully benefit-responsive guaranteed investment contract with The Lincoln National Life Insurance Company ("Lincoln") totaling $296,024 and $260,973 as of December 31, 2025 and 2024, respectively. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Lincoln is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by the qualified institution, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's ability to receive amounts due is dependent on Lincoln's ability to meet its financial obligations. Lincoln's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with Lincon. Such events include amendments to the plan documents (including complete or partial plan termination or merger with another plan); changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; bankruptcy of the Company or other events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; the failure of the Plan to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA; or premature termination of the contract. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with Lincoln that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow Lincoln to terminate the contract with the Plan and settle at an amount different from contract value. Such events include an uncured violation of the Plan's investment guidelines; a breach of material obligation under the contract; a material misrepresentation; or a material amendment to the agreement without the consent of Lincoln.

6. Related Party Transactions and Party-in-Interest Transactions

Certain Plan investments are managed by Fidelity Investments. Fidelity Investments is the recordkeeper for the Plan, and therefore, these transactions qualify as party-in-interest transactions.

Additionally, the Plan issues loans to participants, which are secured by the participants' account balances. These transactions qualify as party-in-interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

7. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination, no further contributions will be made to the Plan and all amounts credited to participants' accounts will become 100% vested. The Company will direct the distribution of participants' accounts in a manner permitted by the Plan as soon as practicable.

8. Tax Status

The Company has adopted a pre-approved plan document offered by FMR LLC that has received an IRS opinion letter dated June 30, 2020, stating that the form of the pre-approved plan document was in compliance with the applicable requirements of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the IRS opinion letter, the Company believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires the Company to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Risks and Uncertainties

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

As of December 31, 2025, and 2024, two investments represented a concentration of greater than 10% of the Plan's net assets available for benefits.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2025 and 2024, to Form 5500:

	2025	2024
Net assets available for benefits per the financial statements	$ 17,088,929	$ 14,284,683
Deemed distributions	-	(40,102)
Excess contributions payable	47,582	-
Net assets available for benefits per the Form 5500	$ 17,136,511	$ 14,244,581

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2025, to Form 5500:

Benefits paid to participants per the financial statements	$	1,567,006
Less: Deemed distributions at December 31, 2024		(40,102)
Total benefit payments and corrective distributions per Form 5500	$	1,526,904

The following is a reconciliation of participant contributions per the financial statements for the year ended December 31, 2025, to Form 5500:

Participant contributions per the financial statements	$	1,146,960
Add: Excess contributions payable at December 31, 2025		47,527
Total participant contributions per form 5500	$	1,194,487

11. Delinquent Participant Contributions

For the year ended December 31, 2025, the Company did not remit certain participant contributions and loan repayments to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Untimely remittances identified on the Schedule of Delinquent Participant Contributions, which totaled $18,554, were not corrected in 2025. The Company will be compensating participants for lost earnings resulting from the delay in contributions.

Supplementary Information

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
EIN: 76-0193074 Plan Number: 001
Year Ended December 31, 2025

	Total that Constitute Nonexempt Prohibited Transactions			
Participant Contributions Transferred Late to Plan (1)	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
$ 18,554	$ 18,554	$ -	$ -	$ -

(1) Amount does include participant loan repayments.

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Century Investments	American Century Mid Cap Value Fund		$ 62,232
	Capital Group	American Funds American Balanced Fund		262,838
	Capital Group	American Funds American Mutual Fund		253,131
	Capital Group	American Funds EUPAC Fund		66,871
	Capital Group	American Funds New World Fund		53,365
*	Fidelity Investments	Fidelity 500 Index Fund		1,155,777
*	Fidelity Investments	Fidelity Freedom Index 2015 Fund		29,499
*	Fidelity Investments	Fidelity Freedom Index 2020 Fund		471,280
*	Fidelity Investments	Fidelity Freedom Index 2025 Fund		611,345
*	Fidelity Investments	Fidelity Freedom Index 2030 Fund		835,868
*	Fidelity Investments	Fidelity Freedom Index 2035 Fund		4,842,855
*	Fidelity Investments	Fidelity Freedom Index 2040 Fund		2,462,079
*	Fidelity Investments	Fidelity Freedom Index 2045 Fund		916,395
*	Fidelity Investments	Fidelity Freedom Index 2050 Fund		1,070,518
*	Fidelity Investments	Fidelity Freedom Index 2055 Fund		861,986
*	Fidelity Investments	Fidelity Freedom Index 2060 Fund		612,493
*	Fidelity Investments	Fidelity Freedom Index 2065 Fund		123,533
*	Fidelity Investments	Fidelity Freedom Index 2070 Fund		10,023
*	Fidelity Investments	Fidelity Freedom Index Retirement Fund		163,438
*	Fidelity Investments	Fidelity Inflation-Protected Bond Index Fund		33,152
*	Fidelity Investments	Fidelity International Index Fund		119,935
*	Fidelity Investments	Fidelity Mid Cap Index Fund		153,159
*	Fidelity Investments	Fidelity Real Estate Index Fund		425
*	Fidelity Investments	Fidelity Small Cap Index Fund		92,368
*	Fidelity Investments	Fidelity U.S. Bond Index Fund		63,744
	Invesco	Invesco Equity and Income Fund		66,479
	Invesco	Invesco Small Cap Value Fund		179,019
	JPMorgan	JPMorgan Large Cap Growth Fund		629,104
	MFS	MFS International Growth Fund		73,627
	MFS	MFS Mid Cap Growth Fund		436
	PGIM	PGIM Total Return Bond Fund		111,441
	PIMCO	PIMCO Income Fund		70,958
	Vanguard	Vanguard FTSE Social Index Fund		530
	Vanguard	Vanguard Global Equity Fund		29,762
	Vanguard	Vanguard International Value Fund		54,186
	Vanguard	Vanguard Wellesley Income Fund		56,459
	Investments at fair value			$ 16,600,310

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	Lincoln Financial Group	Lincoln Stable Value Fund		$ 296,024
	Investment at contract value			$ 296,024
*	Participant loans	Principal balances ranging up to $47,813 at interest rates ranging from 5.75% to 9.50% per annum secured by participants' individual vested accrued benefits due at various dates through September 2030		$ 240,122

*Denotes a party-in-interest.
**Cost information is omitted as all investments are participant directed.

See Independent Auditor's Report.

DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

Plan Description: Non-Standardized Pre-Approved Profit Sharing Plan With CODA
FFN: 317E1080017-001 Case: 201800482 EIN: 04-3532603
Letter Serial No: Q702438a
Date of Submission: 11/05/2018

FMR LLC
245 SUMMER STREET
BOSTON, MA 02109

Contact Person:
Janell Hayes
Telephone Number:
513-975-6319
In Reference To: TEGE:EP:7521
Date: 06/30/2020

Dear Applicant:

In our opinion, the form of the plan identified above is acceptable for use by employers for the benefit of their employees under Internal Revenue Code (IRC) Section 401.

We considered the changes in qualification requirements in the 2017 Cumulative List of Notice 2017-37, 2017-29 Internal Revenue Bulletin (IRB) 89. Our opinion relates only to the acceptability of the form of the plan under the IRC. We did not consider the effect of other federal or local statutes.

You must provide the following to each employer who adopts this plan:
. A copy of this letter
. A copy of the approved plan
. Copies of any subsequent amendments including their dates of adoption
. Direct contact information including address and telephone number of the plan provider

Our opinion on the acceptability of the plan's form is a determination as to the qualification of the plan as adopted by a particular employer only under the circumstances, and to the extent, described in Revenue Procedure (Rev. Proc.) 2017-41, 2017-29 I.R.B. 92. The employer who adopts this plan can generally rely on this letter to the extent described in Rev. Proc. 2017-41. Thus, Employee Plans Determinations, except as provided in Section 12 of Rev. Proc. 2020-4, 2020-01 I.R.B. 148 (as updated annually), will not issue a determination letter to an employer who adopts this plan. Review Rev. Proc. 2020-4 to determine the eligibility of an adopting employer, and the items needed, to submit a determination letter application. The employer must also follow the terms of the plan in operation.

Except as provided below, our opinion doesn't apply to the requirements of IRC Sections 401(a)(4), 401(l), 410(b), and 414(s). Our opinion doesn't apply to IRC Sections 415 and 416 if an employer maintains or ever maintained another qualified plan for one or more employees covered by this plan. For this purpose, we will not consider the employer to have maintained another defined contribution plan provided both of the following are true:
. The employer terminated the other plan before the effective date of this plan
. No annual additions have been credited to any participant's account under the other plan as of any date within the limitation year of this plan

Also, for this purpose, we'll consider an employer as maintaining another defined contribution plan, if the employer maintains any of the following:
. A welfare benefit fund defined in IRC Section 419(e), which provides post-retirement medical benefits allocated to separate accounts for key employees as defined in IRC Section 419A(d)

. An individual medical account as defined in IRC Section 415(l)(2), which is part of a pension or annuity plan maintained by the employer
. A simplified employee pension plan

Our opinion doesn't apply to Treasury Regulations Section 1.401(a)-1(b)(2) requirements for a money purchase plan or target benefit plan where the normal retirement age under the employer's plan is lower than age 62.

Our opinion doesn't constitute a determination that the plan is an IRC Section 414(d) governmental plan. This letter is not a ruling with respect to the tax treatment to be given contributions which are picked up by the governmental employing unit within the meaning of IRC Section 414(h)(2).

Our opinion doesn't constitute a determination that the plan is an IRC Section 414(e) church plan.

Our opinion may not be relied on by a non-electing church plan for rules governing pre-ERISA participation and coverage.

Our opinion applies to the requirements of IRC Section 410(b) if 100 percent of all non-excludable employees benefit under the plan.

Employers who choose a safe harbor allocation formula and a safe harbor compensation definition may also rely on this opinion letter for the non-discriminatory amounts requirement under IRC Section 401(a)(4).

If this plan includes a cash or deferred arrangement (CODA) or otherwise provides for contributions subject to IRC Sections 401(k) and/or 401(m), the employer may rely on the opinion letter regarding the form of the non-discrimination tests of IRC Sections 401(k)(3) and 401(m)(2), if the employer uses a safe harbor compensation definition. For plans described in IRC Sections 401(k)(12) or (13) and/or 401(m)(11) or (12), employers may rely on the opinion letter regarding whether the plan's form satisfies the requirements of those sections unless the plan provides for the safe harbor contribution to be made under another plan. For SIMPLE plans described in IRC Sections 401(k)(11) and 401(m)(10), employers may also rely on the opinion letter regarding whether the plan's form satisfies the requirements of those sections.

The provisions of this plan override any conflicting provision contained in the trust or custodial account documents used with the plan, and an adopting employer may not rely on this letter to the extent that provisions of a trust or custodial account that are a separate portion of the plan override or conflict with the provisions of the plan document. This opinion letter does not cover any provisions in trust or custodial account documents.

An employer who adopts this plan may not rely on this letter when:
. the plan is being used to amend or restate a plan of the employer which was not previously qualified
. the employer's adoption of the plan precedes the issuance of the letter
. the employer doesn't correctly complete the adoption agreement or other elective provisions in the plan
. the plan is not identical to the pre-approved plan (that is, the employer has made amendments that cause the plan not to be considered identical to the pre-approved plan, as described in Section 8.03 of Rev. Proc. 2017-41)

Our opinion doesn't apply to what is contained in any documents referenced outside the plan or adoption agreement, if applicable, such as a collective bargaining agreement.

Our opinion doesn't consider issues under Title I of the Employee Retirement Income Security Act (ERISA) which are administered by the Department of Labor.

If you, the pre-approved plan provider, have questions about the status of this case, you can call the telephone number at the top of the first page of this letter. This number is only for the provider's use.

Individual participants or adopting eligible employers with questions about the plan should contact you.

You must include your address and telephone number on the pre-approved plan or the plan's adoption agreement, if applicable, so that adopting employers can contact you directly.

If you write to us about this plan, provide your telephone number and the best time to call if we need more information. Whether you call or write, refer to the letter serial number and file folder number at the top of the first page of this letter.

Let us know if you change or discontinue sponsorship of this plan.

Keep this letter for your records.

Sincerely Yours,

Khin M. Chow

Khin M. Chow
Director, EP Rulings & Agreements

Letter 6186 (June-2020)
Catalog Number 72434C

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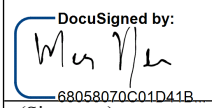
EXECUTION PAGE

By executing this Agreement (or Amendment, as applicable), the parties agree to terms and conditions contained in the Agreement and the below-mentioned Appendices. The provisions of this Agreement shall be effective upon execution by the parties. Any Appendix indicated shall replace completely any previous version of such Appendix and be effective as of the Revision Date provided below. Any fee changed by amendment to this Agreement shall be effective upon the first day of the billing cycle coincident with or next following the Revision Date shown for the portion of this Agreement in which such fee appears.

Service Agreement	Effective Date/Revision Date
Pricing Appendix	07/14/2025
Testing, Reporting and Calculation Services Appendix	07/14/2025

In witness whereof, the parties hereto have caused this Agreement or Amendment, as applicable, to be executed by their duly authorized representatives. Note: Only one authorized signature is required to execute this Agreement unless the Employer's corporate policy mandates two signatures.

Employer
DocuSigned by:  68058070C01D41B...
(Signature)
Marcos Neves
(Print Name)
CFO
(Title)
5/23/2025 | 10:03:22 AM PDT
(Date)

Employer
(Signature)
(Print Name)
(Title)
(Date)

Fidelity Workplace Services
DocuSigned by:  AE406BD6CD55402...
(Signature)
Annie Metzger
(Print Name)
Authorized Signator
(Title)
5/28/2025 | 10:41:32 AM EDT
(Date)

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PRICING APPENDIX

Service	Fee Type	Fee	Fee Paid By
Implementation Services	Setup Fee	Included	Included
Plan Conversion Services	Conversion Fee	Included	Included

Recordkeeping and Trustee Services		
Fee Type	**Fee**	**Fee Paid By**
Annual Base Fee	Included	Included
Annual Per Participant Fee	Included	Included
Minimum Annual Base and Participant Fee	Included	Included
Annual Trustee Fee	Included	Included

Testing, Reporting, and Calculation Services	Fee	Fee Paid By
Annual Tests: ADP; ACP; IRC Section 402(g) limit test; IRC Section 415(c)(1); IRC Section 416(c)(2)-Top Heavy Test; IRC Section 410(b)(1)-Minimum Coverage	Included	Included
Benefits Rights and Features Testing	Included	Included

5500 Services – included in above fee for Nondiscrimination Testing. If the Employer has waived Nondiscrimination Testing Services, then the Employer will be charged $650 for 5500 Services performed by Fidelity.

Investment Related Fees	Type	Fee	Fee Paid By
Default Investment Notice Service	Annual Fee	Included	Included
Non-Fidelity Funds	Annual Fee	Included	Included

Additional Services	Type	Fee	Fee Paid By
On-Site Education Meetings Ongoing+	Fee per meeting day* * Up to 4 meetings per day.	$1,800	Employer
Presenter-led Web-based Education Meetings at Conversion (or Start up, as applicable)	1 meeting(s).	Fee Waived	Fee Waived
Presenter-led Web-based Education Meetings	Fee per meeting 1 meeting(s) each calendar year at no charge.	$200	Employer
Pre-recorded Customized Webcasts Ongoing+	Fee per webcast	$200	Employer
Electronic Data Transfer Service	Set up Fee	Included	Included
Express Mail Service Participant Withdrawal and (if applicable) Loan check delivery+	Per check	$25	Participant

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Participant Loans+	New Loan Set Up Fee	$75	Participants
Participant Loans+	Annual Loan Maintenance Fee	$25	Participants
Required Minimum Distribution Service+	Per Participant Fee for each distribution year	$25	Participants
DRO Qualification Service – Web Generated Order+	Per order	$300	Participants
DRO Qualification Service – Non-Web Generated Order+	Per order	$1,200	Participants
DRO Qualification Service – Multiplan Order+	Per order	$1,800	Participants
Withdrawal Fee- In-Service non-Hardship+	Per Transaction	$25	Participants
Withdrawal Fee- Full Distribution+	Per Transaction	$25	Participants
Return of Excess Contributions+	Per check	$25	Employer

+ Transactional Fee (charged based on use of the service or processing of the transaction)

Allocation of Participant-Paid Fees per the Pricing Appendix: Pro Rata

Participant-paid fees, other than those indicated as transactional fees, shall be allocated pro rata (fee applied based on account balance). The Employer acknowledges that, to the extent any testing of this expense allocation is required under Internal Revenue Code Section 401(a)(4), the Employer shall be solely responsible for such testing, and Fidelity shall not provide any services related to such testing.

Fee Guarantee

Fidelity and the Employer agree to maintain the annual or quarterly Recordkeeping and Trustee Fees, Nondiscrimination Testing Services fees, and Form 5500 Service fees listed in the Pricing Appendix for a period of three years from the Plan's original effective date on Fidelity's Pre-Approved Plan. Notwithstanding the foregoing, Fidelity retains the right to review and change the fees (as further described below in this Pricing Appendix) if there is a change to Permissible Investment Options or under the following conditions: 1) a decline in plan assets by more than 10% from the amount on which the confirmed on-going fees were based; 2) an increase or decrease in Eligible Employees or Participants by 10% or more from the number on which the confirmed on-going fees were based, or 3) if there is a significant change to the recordkeeping of the Plan mandated by a change to the applicable legislation.

Unilateral Amendments

Pursuant to Section 12 of the Terms and Conditions, and except to the extent provided otherwise in this Pricing Appendix, Fidelity reserves the right to amend and communicate changes to fees and services to the Employer. Fidelity agrees to give the Employer 120 days' notice on changes to any fee found in this Agreement, giving the Employer the choice to terminate the Agreement and leave before the end of the notice period or, at Fidelity's discretion, to either 1) elect out of the service on which the new fee is imposed or 2) pursue some other opportunity to avoid the application of the fee, with no other additional fee being imposed under this Agreement. Fidelity will give reasonable notice under the circumstances for any change to the manner or provision of services under this Agreement.

Billing of Fees

If payment of the aforementioned fees is not received by Fidelity within sixty days following the date of Fidelity's invoice, Fidelity shall be deemed to have received appropriate direction for such fees to be paid first from any available Plan forfeitures, and as necessary, to be charged against the respective accounts of all Participants on a per capita basis. Any other reasonable expenses of Plan administration, as determined and directed by the Employer, may be charged against, and paid from the Plan Participants' Accounts.

Fixed Basis Point Recordkeeping and Administrative Services Pricing (Fixed Basis Point Pricing) with Credit

Fixed Basis Point Pricing will be 19 basis points of total Plan assets (the 'Recordkeeping Revenue') determined based upon average quarterly assets, multiplied by one-quarter (1/4), billed and payable quarterly, with such amount charged directly to Participants. Fees indicated by "Included" are covered under this pricing structure.

Fidelity shall fund a Participant Revenue Credit for each quarter calculated as the sum of the following:

i. Credits for Fidelity investment products: Average quarterly balances held in Fidelity investment products in the Plan, multiplied by one-quarter (1/4) of the following rates respectively:

- Actively-managed (non Class K) Fidelity equity mutual funds (includes all Fidelity Freedom® Funds except Fidelity Freedom® Index Funds): 35 basis points per annum;

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- Actively-managed (Class K) Fidelity equity mutual funds (includes all Fidelity Freedom K® Funds except Fidelity Freedom® Index K Funds): 20 basis points per annum;
- Actively-managed Fidelity fixed income and money market mutual funds (except for certain Fidelity institutional money market mutual funds, e.g. FIMM Funds), Managed Income Portfolio I: 20 basis points per annum;
- Actively-managed FIAM Service Series commingled pools (excluding all stable value commingled pools): 10 basis points per annum;
- Fidelity Enhanced Equity Index Funds: 10 basis points per annum.

ii. Credits for Non-Fidelity investment products: Average daily balances held in Non-Fidelity investment products in the Plan multiplied by the quarterly rate that the non-Fidelity vendor has agreed to use to determine payments to Fidelity Investments Institutional Operations Company (FIIOC).

iii. No credits are available for the following:

- Any assets held in BrokerageLink®.
- Any assets held in investments not otherwise described in subsections (i) or (ii) above or in this subsection (iii)

Participant Revenue Credit

i. Allocation. The Participant Revenue Credit shall be allocated to Eligible Participants (defined below) as follows:

1. Crediting Date: Participant Revenue Credits shall be allocated to Eligible Participant accounts as soon as administratively feasible (generally within 15 business days) after a quarterly recordkeeping invoice reflecting such Participant Revenue Credit has been issued and sent (the "Crediting Date"). In the event an invoice is issued and sent with respect to a portion of a quarter, the amount of the Participant Revenue Credit for such quarter shall be pro-rated accordingly.

2. Allocation Method: Allocations for the Participant Revenue Credit amount attributable to credits described above shall be made to Eligible Participants pro rata based on the ratio of each Participant's average daily balance in a fund during the quarter to the total average daily balances for all Participants in such fund during the quarter. Any remaining Participant Revenue Credit amount following the allocation to Eligible Participants shall be allocated to the Revenue Credit Account described below and be subject to the provisions governing the Revenue Credit. The allocation will be used to purchase whole and fractional shares of the investments in the Eligible Participant Accounts. In the event a residual amount is insufficient to purchase a fractional share it will not be funded.

3. Eligible Participants: Solely for purposes of allocations pursuant to this section, Eligible Participant means any participant or beneficiary with a balance in a fund option to which the Participant Revenue Credit relates, at any time during the quarter and has a balance greater than zero in the Plan at the time of allocation.

4. Investment of Allocations: Amounts allocated to Eligible Participant accounts shall be invested in the fund to which the Participant Revenue Credit relates, and allocated proportionately for each Participant. If a participant no longer has a balance in the fund or is not permitted to invest further in such fund, amounts shall be invested in accordance with Eligible Participants' elections for future contributions, or if no such election is on file, in the Plan's designated default investment.

5. Directions: The Employer represents to Fidelity that the Employer has concluded that allocations hereunder are permissible under the Plan and meet the requirements of applicable laws, including ERISA and the Code. The Employer directs that allocations of Participant Revenue Credits to Eligible Participants' Accounts shall not be included as contributions or annual additions for any testing or reporting purposes. Fidelity shall be responsible for implementing the directions of the Employer as set forth herein but has no responsibility for the legality or appropriateness of such directions.

6. 12b-1 Payments: To the extent any Participant Revenue Credits are deemed to be attributable to investments in Fidelity Mutual Funds that have adopted a plan pursuant to Rule 12b-1 under the Investment Company Act of 1940 ("1940 Act") at the time such Participant Revenue Credits are made, such Participant Revenue Credits or Revenue Credits shall be made available pursuant to such plan ("12b-1 Payments"), and the following conditions shall apply:

   (a) The obligation to make 12b-1 Payments shall continue in effect for one year from the effective date of this Agreement (or the amendment of this Agreement containing these provisions), and shall continue for successive annual periods only upon at least annual approval by a vote of the majority of the Trustees for each of those Fidelity Mutual Funds that have adopted such plans, including a majority of those Trustees that are not "interested persons" (as defined in the 1940 Act) of such Mutual Funds and who have no direct or indirect financial interest in the operation of the plan or any agreement related thereto ("Qualified Trustees").

   (b) Notwithstanding any provision hereof to the contrary, the obligation to make these 12b-1 Payments with respect to any plan may be terminated without penalty at any time, upon either a vote of a majority of the Qualified Trustees, or upon a vote of a majority of the outstanding voting securities (as defined in the 1940 Act) of the applicable Fidelity Mutual Fund to terminate or not continue the plan for the applicable Fidelity Mutual Fund.

   (c) Upon assignment of this Agreement (as defined under the 1940 Act), the obligation to make 12b-1 Payments shall automatically terminate.

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Revenue Credit

i. Calculation: Fidelity shall calculate a Revenue Credit for each quarter equal to the following, as applicable:

(a) the net float earnings attributable to the Plan (exclusive of net float earnings attributable to Recurring Advisor Payments, if applicable) for the quarter;

(b) any unallocated amounts referenced in (i)(2) above

ii. Funding: Fidelity shall pay quarterly in arrears the calculated Revenue Credit, in accordance with the above, for such quarter as soon as administratively feasible (generally within 15 business days) after a quarterly invoice reflecting the Participant Revenue Credit has been issued and sent.

iii. Investment: Deposits in the Revenue Credit Account will be invested in the first available source in the Plan's source hierarchy, which can be viewed through Electronic Services (the source used will not impact testing and reporting). The Revenue Credit Account shall be invested in Fidelity Freedom® Index Income Fund Institutional Premium Class. If the forgoing fund is not listed in the Permissible Investment Options Appendix as a Permissible Investment option, the Employer directs Fidelity to make such fund available only as the default fund for the Revenue Credit Account and to restrict all other future contributions (including loan repayments) and investment exchanges into this fund.

iv. Application of Account to Pay Expenses: The Employer may direct Fidelity through Fidelity's internet application for Employers to use amounts held in the Revenue Credit Account to reimburse the Employer for fees and expenses associated with services provided to the Plan, or to pay vendors, including Fidelity or third parties, directly. Notwithstanding the foregoing, the Revenue Credit Account may not be used to offset, reimburse or pay: (1) expenses that have been deducted from Participant accounts or (2) expenses that are accrued in the net asset value or mil rate of an investment option. Upon receipt of payment instructions in good order, Fidelity shall redeem shares or units of investment options held in the Revenue Credit Account necessary to make such payments and shall issue payment as soon as administratively feasible thereafter (typically within 5 business days). Fidelity shall not be liable for, nor shall it be responsible for separately including in any payment, any late charges, interest or penalties that may accrue owing to untimely submission to Fidelity of directions in good order or Fidelity's processing of any payment instructions in accordance herewith. A direction from the Employer to pay expenses shall constitute a representation to Fidelity that the Employer has concluded that the payments are permissible under the Plan and meet the requirements of applicable laws, including ERISA and the Code.

v. Allocation to Participant Accounts:

1. General: Once a deposit has been made to the suspense account, the Employer may direct Fidelity to allocate amounts in the Revenue Credit Account to Eligible Participant accounts, provided that any such direction may be provided no more frequently than once per calendar quarter, unless such direction is with respect to a final allocation to be made in the last month of the plan year. Directions shall be submitted through Electronic Services and shall include the dollar amount to be allocated from the Revenue Credit Account, provided that if such amount exceeds the balance held in the Revenue Credit Account on the date on which the allocation is to be performed (the "Crediting Date"), such amount shall be deemed to be the total balance of the Revenue Credit Account on the Crediting Date. The applicable Crediting Date shall occur as soon as administratively feasible (and in no event later than 15 calendar days) following receipt of a direction in good order.

2. Method of Allocation: The dollar amount directed to be allocated from the Revenue Credit Account shall be divided among Eligible Participant accounts pro rata based on Eligible Participant account balances, exclusive of outstanding loan balances.

3. Eligible Participants: Solely for purposes of allocations pursuant to this section, Eligible Participant means any participant or beneficiary with a balance greater than zero.

4. Investment of Allocations: Amounts allocated to Eligible Participant accounts from the Revenue Credit Account shall be invested in accordance with Eligible Participants' elections for future contributions, or if no such election is on file, in the Plan's designated default investment pro rata across existing sources.

vi. Directions: A direction from the Employer to allocate amounts to participant accounts shall constitute a representation to Fidelity that the Employer has concluded that the allocations are permissible under the Plan and meet the requirements of applicable laws, including ERISA and the Code. Without limiting the foregoing, the Employer directs that allocations of amounts from the Revenue Credit Account to Eligible Participants' Accounts shall not be included as contributions or annual additions for any testing or reporting purposes. Fidelity shall be responsible for implementing the directions of the Employer, but has no responsibility for the legality or appropriateness of such directions. The Employer may alter its directions at any time with reasonable advance notice and after consultation concerning the administrative feasibility of alternative directions.

To the extent to which there was an immediately preceding credit program established under this Agreement, no amounts under that immediately preceding program shall continue to accrue after the date on which the provisions of this Participant Revenue Credit are originally effective (the "PRC Date"); however, to the extent there are any unused amounts in such preceding program as of the PRC Date the procedures for utilization of such amounts shall be those in effect under the Agreement prior to the PRC Date until such amounts are expired or used in their entirety, as applicable.

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TESTING, REPORTING AND CALCULATION SERVICES APPENDIX

Fidelity will provide Nondiscrimination Testing and 5500 Services (if applicable) in accordance with the Terms and Conditions, Pricing Appendix, and this Appendix. It shall be the responsibility of the Employer to provide, in a format and in accordance with the timing requirements specified by Fidelity, complete and accurate data required to complete such services. Fidelity has no obligation to solicit data, nor does it have an obligation to ascertain the accuracy or completeness of the data received. Fidelity shall not be responsible for completing services listed in this Appendix if the Employer fails to provide the information necessary to complete such services or if Fidelity is not the Trustee at the end of a Plan Year. Fidelity shall assume that any defined benefit plan or other defined contribution plan maintained by the Employer or any Related Employer does not restrict in any way the services in this Appendix, including, but not limited to: testing methods, testing results, and allowable contributions. All Nondiscrimination Testing performed by Fidelity shall be in accordance with prevailing federal tax law. All IRC tests not identified in this Appendix are the responsibility of the Employer.

1. Nondiscrimination Testing Services

a. Fidelity shall perform the following tests as applicable:

i. Actual Deferral Percentage ("ADP");
ii. Actual Contribution Percentage ("ACP");
iii. Annual Additions testing- IRC Section 415(c)(1);
iv. Deferral Contribution Limitation tests- IRC 402(g);
v. Catch-up amounts under IRC Section 414(v) based on the Time Weighted Average Method;
vi. Top Heavy test- IRC Section 416(c)(2);
vii. Minimum Coverage (ratio percentage test only)- IRC Section 410(b)(1)

Fidelity will only perform Annual Additions testing and determination of Catch-up amounts for defined contribution plans that have the same Plan and Limitation Years, and only if the annual additions are not dependent upon the satisfaction of a condition (such as continued employment or the occurrence of an event) that has not been satisfied by the end of the Plan Year for which the allocation pertains. The Deferral Contribution Limitation testing shall be performed only for plans for which the Plan Year coincides with the calendar year.

Fidelity will notify the Employer of the deadline by which Fidelity must receive the necessary data, and such deadline will be no more than forty-five (45) days after the Plan Year End to allow processing of any potential Participant refunds due to the Plan's failure of the nondiscrimination tests. The Employer will separately direct Fidelity to process any such refund. If the Employer fails to provide all the necessary data within 7 months of the Plan Year End, Fidelity may, but will not be required to, assume the Employer has canceled the Nondiscrimination Testing Services. Fidelity will notify the Employer if such an assumption is made but this will not preclude the Employer's ability to re-subscribe to the service for future Plan Years. If a test is requested greater than 12 months after the plan year end, an incremental fee of one half of the standard charge for a single test shall apply.

b. **Projection Tests:** Fidelity agrees to perform projection tests for ADP, ACP, Annual Additions, and Deferral Contribution Limitations if the Employer provides the data requested by Fidelity at the time and in the manner requested by Fidelity.

c. **Benefits, Rights and Features Testing:** Rates of match are defined as benefits, rights and features in accordance with IRC Section 401(a)(4) and are subject to additional testing if the Plan contains a matching formula that allows or allocates various rates of matching contributions based on criteria other than an Employee's level of elective deferrals. In accordance with Revenue Procedure 93-42, absent a significant change in employee demographics, this testing can be performed on a three-year cycle. Fidelity shall perform Benefits, Rights, and Features testing on matching contribution rates on a three-year cycle; it shall be the responsibility of the Employer to notify Fidelity if there has been a significant change in employee demographics which may warrant more frequent testing. The fee shall be billed or charged upon completion of each test.

Except as otherwise specified a pro-rata portion of the entire annual Nondiscrimination Testing Services fees shall be billed or charged at the end of each quarter. The Plan shall be tested as a 'single employer plan' (i.e. adopting employers are all Related Employers) unless the Plan is adopted by employers who are or become unrelated Employers. Consulting services which may be provided by Fidelity's Non-discrimination Testing Service Group will be provided for an additional fee as approved separately by the Employer prior to the performance of such services. Consulting Services may include (but are not limited to) telephone calls regarding the gathering, preparation and submission of test data, Plan document reviews, testing interpretations, and reviewing final non-discrimination test results. If a test must be performed again due to missing or incorrect data supplied by the Employer, or another vendor on behalf of the Employer, an incremental fee of one half of the standard charge for a single test shall apply. The standard charge for a single test may be obtained from the designated Fidelity representative.

2. Form 5500 and Related Services ("5500 Services")

a. **Fee:** The fee assessed for Nondiscrimination Testing Services shall include 5500 Services. If the Employer desires to waive Nondiscrimination Testing Services with regard to a particular year and can comply with the below-listed terms, then Fidelity will notify the Employer if Fidelity has accepted the Employer's request for such a waiver and will perform 5500 Services separately for the fee indicated in the Pricing Appendix. Fidelity shall not be held accountable for late fees or penalties in the event that the Employer fails to timely file Form 5500 or any related forms described herein.

b. **Form 5500**

i. The Employer shall submit the accurate data necessary to prepare the Form 5500, and other associated forms necessary to complete the Form 5500 filing, in a manner acceptable to Fidelity.

ii. If requested to do so by Fidelity, the Employer will provide a copy of the most recent Form 5500 and/or any previous years' returns. If the Employer converted the plan to Fidelity during the Plan Year, the Employer shall provide to Fidelity all information requested by Fidelity for Form 5500 and related schedules for any portion of a Plan Year where Fidelity receives Plan assets from another trustee (or custodian pursuant to the Trust) in a manner requested by Fidelity.

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iii. To begin preparing the draft, Fidelity shall use the information from the prior year Form 5500 and related schedules and any additional information provided by the Employer. Nondiscrimination Testing must be completed prior to the beginning of 5500 Services and the Participant count must be available to Fidelity. The Employer understands that the draft Form 5500 will be prepared based upon current year record keeping data, data from prior year Form 5500 and changes submitted by the Employer. It is the responsibility of the Employer to validate the completeness and accuracy of the data on the draft Form 5500. Fidelity shall not be responsible for (1) any underlying data supplied by the Employer or (2) changes to the data or representations of that data from what Fidelity had prepared for the initial draft Form 5500.

iv. The Employer will provide (in a manner acceptable to Fidelity) the Plan Administrator's contact information, Auditor's Opinion, Schedule of Assets and/or any additional attachments required to enable completion the Form 5500 filing with the Department of Labor on behalf of the Employer. When the Plan has assets which are not represented on FPRS or for which Fidelity is not the Trustee or custodian, the Employer is responsible for determining and providing any additional information required to complete all schedules related to the Form 5500 filing.

v. Within a reasonable period of time following the receipt of any requested information, Fidelity will publish a draft Form 5500. All required data and requested changes/updates to the Form 5500 (e.g., the prior year Form 5500, audited financials and other information) must be submitted to Fidelity no later than 60 calendar days prior to the extended filing deadline. If, following the submission deadline, the Employer has submitted all required data in good order, then Fidelity shall use reasonable efforts to provide a draft Form 5500, and other associated schedules necessary to complete the Form 5500 filing based on such information by the extended filing deadline for the Plan Year.

vi. In any event, Fidelity will publish a draft Form 5500 no later than 10 days prior to the filing deadline. Fidelity shall not be responsible for Form 5500 Services or the accuracy of the information provided in the draft to the extent the Employer fails to timely provide the information necessary to prepare the Form 5500 and related schedules and complete the Form 5500 filing.

vii. After the draft is approved by the Employer, Fidelity will produce the final version of the Form 5500 and related schedules to complete the Form 5500 filing for the Employer to electronically file the Form 5500 with the Department of Labor. Fidelity will also provide the Summary Annual Report for the Plan with the final Form 5500. It is the Employer's responsibility to distribute the SAR to plan participants whether through Fidelity's Notice Distribution Service if selected by the Employer through the Education and Communication Services Appendix to this Agreement, or through other means.

viii. The Employer shall establish appropriate credentials with the Department of Labor to facilitate the filing of Form 5500 and related schedules. The Employer understands that it may be necessary to establish additional PSW access for authorized individuals to facilitate electronically transmitting Form 5500 and related schedules to the Department of Labor.

ix. Fidelity shall provide information to the Employer to support any inquiries from the DOL/IRS received and raised by the Employer to Fidelity pertaining to any Form 5500 prepared by Fidelity.

x. Amending a return at the request of the Employer or its agent or processing changes requested by the Employer after Fidelity has provided the Form 5500 and Summary Annual Report to the Employer based upon information provided by the Employer shall be considered an additional service. The Employer may contact a Fidelity representative to negotiate this service. An additional 5500 Services fee (unless waived) shall be paid by the Employer and shall be billed or charged upon delivery of the draft Form 5500 to the Employer.

c. **Form 8955-SSA**

i. For the first Plan Year for which the Plan is utilizing the 5500 Service, the Employer shall provide any data Fidelity has requested in a manner acceptable to Fidelity not later than 75 days prior to the filing deadline for Form 8955-SSA. Not later than 60 days prior to that filing deadline, Fidelity shall provide the Employer access to a draft Form 8955-SSA.

ii. The Employer shall review the draft Form 8955-SSA and provide changes, if any, in a manner acceptable to Fidelity at least one business day prior to when the Employer approves the Form 5500 but not later than 30 days from the date Fidelity has provided access to the initial draft Form 8955-SSA.

iii. After the review period has expired, Fidelity shall transmit the 8955-SSA, including any changes appropriately provided as described above, to the Internal Revenue Service on behalf of the Employer not later than the filing deadline.

d. **Form 5558**

i. Fidelity shall file the Form 5558 (Application for Extension of Time to File Certain Employee Plan Returns) within 90 days of the end of the Plan Year on behalf of the plan unless directed by the Employer to not file the extension. The direction to not file the extension must be received within 30 days of the end of the Plan Year in a manner acceptable to Fidelity.

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Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Century Investments	American Century Mid Cap Value Fund		$ 62,232
	Capital Group	American Funds American Balanced Fund		262,838
	Capital Group	American Funds American Mutual Fund		253,131
	Capital Group	American Funds EUPAC Fund		66,871
	Capital Group	American Funds New World Fund		53,365
*	Fidelity Investments	Fidelity 500 Index Fund		1,155,777
*	Fidelity Investments	Fidelity Freedom Index 2015 Fund		29,499
*	Fidelity Investments	Fidelity Freedom Index 2020 Fund		471,280
*	Fidelity Investments	Fidelity Freedom Index 2025 Fund		611,345
*	Fidelity Investments	Fidelity Freedom Index 2030 Fund		835,868
*	Fidelity Investments	Fidelity Freedom Index 2035 Fund		4,842,855
*	Fidelity Investments	Fidelity Freedom Index 2040 Fund		2,462,079
*	Fidelity Investments	Fidelity Freedom Index 2045 Fund		916,395
*	Fidelity Investments	Fidelity Freedom Index 2050 Fund		1,070,518
*	Fidelity Investments	Fidelity Freedom Index 2055 Fund		861,986
*	Fidelity Investments	Fidelity Freedom Index 2060 Fund		612,493
*	Fidelity Investments	Fidelity Freedom Index 2065 Fund		123,533
*	Fidelity Investments	Fidelity Freedom Index 2070 Fund		10,023
*	Fidelity Investments	Fidelity Freedom Index Retirement Fund		163,438
*	Fidelity Investments	Fidelity Inflation-Protected Bond Index Fund		33,152
*	Fidelity Investments	Fidelity International Index Fund		119,935
*	Fidelity Investments	Fidelity Mid Cap Index Fund		153,159
*	Fidelity Investments	Fidelity Real Estate Index Fund		425
*	Fidelity Investments	Fidelity Small Cap Index Fund		92,368
*	Fidelity Investments	Fidelity U.S. Bond Index Fund		63,744
	Invesco	Invesco Equity and Income Fund		66,479
	Invesco	Invesco Small Cap Value Fund		179,019
	JPMorgan	JPMorgan Large Cap Growth Fund		629,104
	MFS	MFS International Growth Fund		73,627
	MFS	MFS Mid Cap Growth Fund		436
	PGIM	PGIM Total Return Bond Fund		111,441
	PIMCO	PIMCO Income Fund		70,958
	Vanguard	Vanguard FTSE Social Index Fund		530
	Vanguard	Vanguard Global Equity Fund		29,762
	Vanguard	Vanguard International Value Fund		54,186
	Vanguard	Vanguard Wellesley Income Fund		56,459
	Investments at fair value			$ 16,600,310

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	Lincoln Financial Group	Lincoln Stable Value Fund		$ 296,024
	Investment at contract value			$ 296,024
*	Participant loans	Principal balances ranging up to $47,813 at interest rates ranging from 5.75% to 9.50% per annum secured by participants' individual vested accrued benefits due at various dates through September 2030		$ 240,122

*Denotes a party-in-interest.
**Cost information is omitted as all investments are participant directed.

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Financial Statements
December 31, 2025 and 2024
With Independent Auditor's Report

withum
ADVISORY TAX AUDIT

Tramontina USA, Inc. Retirement Savings Plan
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December 31, 2025 and 2024

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Independent Auditor's Report

To the Plan Administrator of
Tramontina USA, Inc. Retirement Savings Plan:

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

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

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Tramontina USA, Inc. Retirement Savings 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 Tramontina USA, Inc. Retirement Savings Plan's ability to continue as a going concern for at least one year following the date that the financial statements are available to be issued.

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

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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Tramontina USA, Inc. Retirement Savings 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 Tramontina USA, Inc. Retirement Savings 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, Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2025, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2025, 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental 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).

Wilkerson Smith + Brown, PC

October 2, 2026

Tramontina USA, Inc. Retirement Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value	$ 16,600,310	$ 13,799,409
Investments at contract value	296,024	260,973
Notes receivable from participants	240,122	224,301
Total assets	17,136,456	14,284,683
Liabilities		
Excess contributions refundable	47,527	-
Total liabilities	47,527	-
Net assets available for benefits	$ 17,088,929	$ 14,284,683

The Notes to Financial Statements are an integral part of these statements.

Tramontina USA, Inc. Retirement Savings Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2025

Additions	
Investment income	
Net appreciation in fair value of investments	$ 1,988,450
Dividends	546,382
Interest	6,312
Total investment income	2,541,144
Interest income on notes receivable from participants	17,340
Contributions	
Participants	1,146,960
Employer	728,819
Rollovers	18,616
Total contributions	1,894,395
Total additions	4,452,879
Deductions	
Benefits paid to participants	1,567,006
Administrative expenses	81,627
Total deductions	1,648,633
Net increase	2,804,246
Net assets available for benefits	
Beginning of year	14,284,683
End of year	$ 17,088,929

The Notes to Financial Statements are an integral part of this statement.

1. Description of Plan

The following description of Tramontina USA, Inc. Retirement Savings Plan ("Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a qualified retirement plan originally effective January 1, 2000, and amended and restated June 23, 2021, to conform to new tax laws and regulations. The Plan covers all eligible employees of Tramontina USA, Inc. ("Company") to provide them with the opportunity to save for retirement on a tax-advantaged basis. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Eligibility

All employees of the Company are eligible to participate in the Plan upon the first day of the month coinciding with or following the date of hire.

Contributions

Participant may elect to reduce their compensation by a specific percentage or dollar amount and have the amount contributed to the Plan as a salary deferral. There are two types of salary deferrals: pre-tax 401(k) deferrals and Roth 401(k) deferrals. Total deferrals in any taxable year may not exceed a dollar limit that is set by law. Participants at least age 50 or will attain age 50 before the end of calendar year by defer additional amounts as catch-up contributions. Participants may made modifications to or revoke their salary deferral election at any time.

The Plan includes an automatic enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 4% of eligible compensation.

The Company matches participant's salary deferrals based on a tiered structure. During 2025, depending on the tiered employee grouping, the Company matched an amount equal to 50%, 75% or 100% of a participant’s contribution to the Plan.

A participant is also permitted to deposit into the Plan distributions they have received from other retirement plans and certain IRAs as rollover contributions.

Participant Accounts

Each participant's account is credited with the participant's contributions, employer contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Participants direct the investment of their account balances in any of several investment options. Participants can change their allocation among the various investment options either through direct transfers from one investment to another or by changing the percentage of future contributions allocated among the investments.

Vesting

Participants are always 100% vested in their contributions and rollovers plus actual Plan earnings thereon. Participants are vested in employer contributions based on years of service. Participants begin vesting at 20% after one year of service, increasing 20% each year thereafter, with the participant 100% vested after five years of service.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of $1,000 for up to a maximum limited to the lesser of $50,000 or 50% of the participant's vested interest in the Plan. Participants have only have one loan outstanding at any given time. The loans are adequately secured by the balance in the participant's account. All loans shall bear a reasonable rate of interest as determined by the Company. Principal and interest are paid ratably through payroll deductions. Terms range up to five years or greater for the purchase of a principal residence.

Payment of Benefits
On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in their account or installment payments. If a terminated participant's vested balance is less than or equal to $7,000, the amount may be automatically distributed in the form of lump sum cash payment or rolled over to an IRA if the vested account balance is between $1,000 and $7,000.

Participants may be entitled to receive an in-service distribution. Generally, participants may receive a distribution from the Plan for certain accounts prior to their termination of employment provided they have attained age 59 1/2. Participants may also withdraw money for financial hardship if they satisfy certain conditions.

Forfeited Accounts
As of December 31, 2025 and 2024, forfeited nonvested accounts totaled $52,434 and $53,177, respectively. Forfeitures may first be used to pay plan expenses. Any forfeitures remaining are available to reduce the Company's future matching contributions. During 2025, plan expenses were reduced by $50,977, from forfeited nonvested accounts, in accordance with plan provisions.

Excess Contributions Payable
Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service ("IRS") are recorded as a liability with a corresponding reduction to contributions. The Plan distributed the 2025 excess contributions to the applicable participants in 2026.

2. Summary of Accounting Policies

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

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

Investment Valuation and Income Recognition
Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

Contributions
Contributions from participants and the matching contributions from the employer are recorded in the year in which the related participant contributions are withheld from compensation.

Notes Receivable from Participants
Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed as incurred.

Excess Contributions Payable
Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions.

Payment of Benefits
Benefits are recorded when paid.

Expenses
Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

Subsequent Events
The Plan has evaluated subsequent events through October 2, 2026, the date the financial statements were available to be issued.

3. Certified Investment Information

Certain information in the accompanying financial statements and ERISA-required supplemental schedules related to investments and notes receivable from participants held as of December 31, 2025 and 2024, and net appreciation in fair value of investments, dividends, interest, and interest income on notes receivable from participants for the year ended December 31, 2025, was obtained by the Company and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, a qualified institution.

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820, *Fair Value Measurement*, are described as follows:

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

Level 2 - Inputs to the valuation technique include:
- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Level 3 - Inputs to the valuation technique are unobservable and significant to the fair value measurement.

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

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

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024:

	December 31, 2025			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 16,600,310	$ -	$ -	$ 16,600,310
Investments at fair value	$ 16,600,310	$ -	$ -	$ 16,600,310

	December 31, 2024			
	Level 1	**Level 2**	**Level 3**	**Total**
Mutual funds	$ 13,799,409	$ -	$ -	$ 13,799,409
Investments at fair value	$ 13,799,409	$ -	$ -	$ 13,799,409

5. Group Annuity Contract

The Plan entered into a traditional fully benefit-responsive guaranteed investment contract with The Lincoln National Life Insurance Company ("Lincoln") totaling $296,024 and $260,973 as of December 31, 2025 and 2024, respectively. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Lincoln is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by the qualified institution, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's ability to receive amounts due is dependent on Lincoln's ability to meet its financial obligations. Lincoln's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with Lincon. Such events include amendments to the plan documents (including complete or partial plan termination or merger with another plan); changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions; bankruptcy of the Company or other events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; the failure of the Plan to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA; or premature termination of the contract. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with Lincoln that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow Lincoln to terminate the contract with the Plan and settle at an amount different from contract value. Such events include an uncured violation of the Plan's investment guidelines; a breach of material obligation under the contract; a material misrepresentation; or a material amendment to the agreement without the consent of Lincoln.

6. Related Party Transactions and Party-in-Interest Transactions

Certain Plan investments are managed by Fidelity Investments. Fidelity Investments is the recordkeeper for the Plan, and therefore, these transactions qualify as party-in-interest transactions.

Additionally, the Plan issues loans to participants, which are secured by the participants' account balances. These transactions qualify as party-in-interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

7. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Upon termination, no further contributions will be made to the Plan and all amounts credited to participants' accounts will become 100% vested. The Company will direct the distribution of participants' accounts in a manner permitted by the Plan as soon as practicable.

8. Tax Status

The Company has adopted a pre-approved plan document offered by FMR LLC that has received an IRS opinion letter dated June 30, 2020, stating that the form of the pre-approved plan document was in compliance with the applicable requirements of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the IRS opinion letter, the Company believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires the Company to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. Risks and Uncertainties

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

As of December 31, 2025, and 2024, two investments represented a concentration of greater than 10% of the Plan's net assets available for benefits.

10. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2025 and 2024, to Form 5500:

	2025	2024
Net assets available for benefits per the financial statements	$ 17,088,929	$ 14,284,683
Deemed distributions	-	(40,102)
Excess contributions payable	47,582	-
Net assets available for benefits per the Form 5500	$ 17,136,511	$ 14,244,581

The following is a reconciliation of benefits paid to participants per the financial statements for the year ended December 31, 2025, to Form 5500:

Benefits paid to participants per the financial statements	$	1,567,006
Less: Deemed distributions at December 31, 2024		(40,102)
Total benefit payments and corrective distributions per Form 5500	$	1,526,904

The following is a reconciliation of participant contributions per the financial statements for the year ended December 31, 2025, to Form 5500:

Participant contributions per the financial statements	$	1,146,960
Add: Excess contributions payable at December 31, 2025		47,527
Total participant contributions per form 5500	$	1,194,487

11. Delinquent Participant Contributions

For the year ended December 31, 2025, the Company did not remit certain participant contributions and loan repayments to the Plan on a timely basis as defined by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Untimely remittances identified on the Schedule of Delinquent Participant Contributions, which totaled $18,554, were not corrected in 2025. The Company will be compensating participants for lost earnings resulting from the delay in contributions.

Supplementary Information

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
EIN: 76-0193074 Plan Number: 001
Year Ended December 31, 2025

	Total that Constitute Nonexempt Prohibited Transactions			
Participant Contributions Transferred Late to Plan (1)	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
$ 18,554	$ 18,554	$ -	$ -	$ -

(1) Amount does include participant loan repayments.

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	American Century Investments	American Century Mid Cap Value Fund		$ 62,232
	Capital Group	American Funds American Balanced Fund		262,838
	Capital Group	American Funds American Mutual Fund		253,131
	Capital Group	American Funds EUPAC Fund		66,871
	Capital Group	American Funds New World Fund		53,365
*	Fidelity Investments	Fidelity 500 Index Fund		1,155,777
*	Fidelity Investments	Fidelity Freedom Index 2015 Fund		29,499
*	Fidelity Investments	Fidelity Freedom Index 2020 Fund		471,280
*	Fidelity Investments	Fidelity Freedom Index 2025 Fund		611,345
*	Fidelity Investments	Fidelity Freedom Index 2030 Fund		835,868
*	Fidelity Investments	Fidelity Freedom Index 2035 Fund		4,842,855
*	Fidelity Investments	Fidelity Freedom Index 2040 Fund		2,462,079
*	Fidelity Investments	Fidelity Freedom Index 2045 Fund		916,395
*	Fidelity Investments	Fidelity Freedom Index 2050 Fund		1,070,518
*	Fidelity Investments	Fidelity Freedom Index 2055 Fund		861,986
*	Fidelity Investments	Fidelity Freedom Index 2060 Fund		612,493
*	Fidelity Investments	Fidelity Freedom Index 2065 Fund		123,533
*	Fidelity Investments	Fidelity Freedom Index 2070 Fund		10,023
*	Fidelity Investments	Fidelity Freedom Index Retirement Fund		163,438
*	Fidelity Investments	Fidelity Inflation-Protected Bond Index Fund		33,152
*	Fidelity Investments	Fidelity International Index Fund		119,935
*	Fidelity Investments	Fidelity Mid Cap Index Fund		153,159
*	Fidelity Investments	Fidelity Real Estate Index Fund		425
*	Fidelity Investments	Fidelity Small Cap Index Fund		92,368
*	Fidelity Investments	Fidelity U.S. Bond Index Fund		63,744
	Invesco	Invesco Equity and Income Fund		66,479
	Invesco	Invesco Small Cap Value Fund		179,019
	JPMorgan	JPMorgan Large Cap Growth Fund		629,104
	MFS	MFS International Growth Fund		73,627
	MFS	MFS Mid Cap Growth Fund		436
	PGIM	PGIM Total Return Bond Fund		111,441
	PIMCO	PIMCO Income Fund		70,958
	Vanguard	Vanguard FTSE Social Index Fund		530
	Vanguard	Vanguard Global Equity Fund		29,762
	Vanguard	Vanguard International Value Fund		54,186
	Vanguard	Vanguard Wellesley Income Fund		56,459
	Investments at fair value			$ 16,600,310

See Independent Auditor's Report.

Tramontina USA, Inc. Retirement Savings Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
EIN: 76-0193074 Plan Number: 001
December 31, 2025

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost**	(e) Current Value
	Lincoln Financial Group	Lincoln Stable Value Fund		$ 296,024
	Investment at contract value			$ 296,024
*	Participant loans	Principal balances ranging up to $47,813 at interest rates ranging from 5.75% to 9.50% per annum secured by participants' individual vested accrued benefits due at various dates through September 2030		$ 240,122

*Denotes a party-in-interest.
**Cost information is omitted as all investments are participant directed.

See Independent Auditor's Report.