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
- [ ] 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
ISG ENTERPRISES, LLC AND GROUP 401(K) PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 12/15/1993

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)
ISG ENTERPRISES, LLC

P.O. BOX 1468
MOBILE, AL 36633

5310 HIGHWAY 45
MOBILE, AL 36613

2b Employer Identification Number (EIN) 84-2843926

2c Plan Sponsor's telephone number 251-675-5282

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.	10/14/2026	KOREN BROWN
	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 ISG ENTERPRISES, LLC

c Plan Name ISG ENTERPRISES, LLC AND GROUP 401(K)

4b EIN 84-2843926

4d PN 003

5	Total number of participants at the beginning of the plan year	**5**	1334
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)**	1173
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1142
b	Retired or separated participants receiving benefits	**6b**	7
c	Other retired or separated participants entitled to future benefits	**6c**	266
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1415
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	7
f	Total. Add lines **6d** and **6e**.	**6f**	1422
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)**	1048
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)**	1248
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	226
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:

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

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

- (1) [ ] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [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) [ ] **A** (Insurance Information) – Number Attached 0
- (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 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
ISG ENTERPRISES, LLC AND GROUP 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ISG ENTERPRISES, LLC

D Employer Identification Number (EIN)
84-2843926

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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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)

REGIONS BANK

63-0371391

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	103383	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	92595	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

KATZ, SAPPER & MILLER, LLP

35-1090346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	11048	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

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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
ISG ENTERPRISES, LLC AND GROUP 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ISG ENTERPRISES, LLC

D Employer Identification Number (EIN)
84-2843926

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)	84376	11246
(2) Participant contributions	1b(2)	22826	30449
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1250337	1304555
(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)	154887	230419
(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)	36882629	58923282
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(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	38395055	60499951
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	0	0
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	38395055	60499951

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)	2073468	
(B) Participants	2a(1)(B)	5829563	
(C) Others (including rollovers)	2a(1)(C)	501371	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		8404402
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	54469	
(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)	21039	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		75508
(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)	2080711	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		2080711
(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)		6843776
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		17404397
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	10973178	
(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)		10973178
f Corrective distributions (see instructions)	2f		4908
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)	92595	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	103383	
(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)	11048	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		207026
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		11185112
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		6219285
l Transfers of assets:			
(1) To this plan	2l(1)		15885611
(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: KATZ, SAPPER & MILLER, LLP **(2)** EIN: 35-1090346

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		589679
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**	X		

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
ISG ENTERPRISES, LLC AND GROUP 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
ISG ENTERPRISES, LLC

D Employer Identification Number (EIN)
84-2843926

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 .

Katz, Sapper & Miller, LLP
Certified Public Accountants

600 East 96th Street, Suite 150
Indianapolis, IN 46240

Board of Directors
ISG Enterprises, LLC

We have audited the financial statements of ISG Enterprises, LLC and Group 401(k) Plan (the 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] as of and for the year ended December 31, 2025, and have issued our report thereon dated October 12, 2026. Professional standards require that we advise you of the following information related to our audit.

Our Responsibility in Relation to the Financial Statement Audit

As communicated in our engagement agreement, our responsibility, as described by professional standards, is to conduct our audit in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8. Therefore, as permitted by ERISA Section 103(a)(3)(C), the audit did 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, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5 (qualified institution). Our audit 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 ERISA-required supplemental schedules (as applicable), 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 (GAAP). 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 GAAP. Our audit of the financial statements does not relieve you or management of your respective responsibilities.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

Planned Scope and Timing of the Audit

We conducted our audit consistent with the planned scope and timing we previously communicated to you, including our identification of significant risks.

Compliance with All Ethics Requirements Regarding Independence

The engagement team; others in our firm, as appropriate; and our firm have complied with all relevant ethical requirements regarding independence.

Reportable Findings

For purposes of this letter, a reportable finding is a matter that includes one or more of the following: (1) noncompliance or suspected noncompliance with laws and regulations, (2) a finding that in our professional judgment is significant and relevant to you regarding your responsibility to oversee the financial reporting process, and (3) an indication of internal control deficiencies identified during the audit that have not been previously communicated to management by other parties and that we determined are sufficiently important to merit management's attention.

Any reportable findings identified as a result of our audit procedures, are communicated in the *Internal Control* section of this letter.

Internal Control

In planning and performing our audit of the Plan's financial statements in accordance with auditing standards generally accepted in the United States of America, we considered the Plan's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of issuing our report on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. In addition, because of inherent limitations in internal control, including the possibility of management override of controls, misstatements due to error or fraud may occur and not be detected by such controls. However, as discussed below, we identified certain deficiencies in internal control that we consider to be significant deficiencies.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. Given the limitations discussed above, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses.

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

We consider the following deficiencies in the Plan's internal control to be significant deficiencies:

- ***Reconciliation of Contributions between Payroll Reports and Trust Statements***

  During our reconciliation of contributions between the Plan Administrator's payroll reports and the Plan's trust statements, we noted an unreconciled difference in the amount of total contributions between the reports and statements. We also encountered difficulties when trying to trace contribution amounts from individual pay dates to amounts posted and reflected on the trust statements.

  We recommend the Plan's management implement the necessary process and procedures to ensure that contributions between the payroll reports and trust statements are reconciled on a regular basis.

  We also recommend the Plan's management investigate these matters further to determine if contributions for all payroll dates were fully remitted to the Plan, and to take the necessary steps to make any affected participants whole in their account balance by making corrective contributions and/or withdrawals (including lost/excess earnings) utilizing the applicable correction program under the EPCRS to avoid jeopardizing the tax-qualified status of the Plan.

- ***Timeliness of Participant 401(k) Contributions and Loan Repayments***

  We noted several instances in which participant contributions and loan repayments were not remitted to the Plan's trust in a timely manner. In addition to the late remittances we noted certain deposits that were made prior to the payroll check date. The Department of Labor (DOL) Regulation 2510.3-102 requires that participant contributions and loan repayments be remitted to the Plan on the earliest date on which they can be reasonably segregated from the Employer's general assets, but in no event later than the 15th business day following the end of the month in which amounts are withheld from participants' wages. In addition, the DOL has stated that the 15th business day following the end of the month period for remittance is not a safe harbor.

  The DOL's interpretation of the earliest date that participant contributions and loan repayments can be reasonably segregated is based on Plan management's previous pattern of remittance. The earliest date that the Plan's management has remitted previous contributions and loan repayments becomes the standard unless an unusual circumstance occurs. In most cases, the DOL will expect the Plan's management to remit participant contributions (and loan repayments) in the same timely manner as payroll tax withholdings are remitted.

  Failure to remit participant contributions and loan repayments to the Plan in a timely manner results in a prohibited transaction which must be separately reported to the DOL and requires a calculation of lost earnings for affected Plan participants. The prohibited transaction is potentially subject to an excise tax penalty to the Plan Administrator and may require the filing of Form 5330, Return of Excise Taxes Related to Employee Benefit Plans.

  We recommend the Plan's management establish and/or review its processes and procedures to ensure that participant contributions and loan repayments are remitted in a timely and consistent manner throughout the year after each pay date. The participant contributions and loan repayments should generally be deposited in the same timely manner as payroll tax withholdings.

In addition, we recommend that the Plan's management make the affected participants whole in their account, if not done so already, by calculating and remitting any applicable lost earnings related to the late deposits utilizing the applicable IRS and/or DOL correction programs.

We recommend that Plan's management consider utilizing the DOL's Voluntary Fiduciary Correction Program (VFCP). Under VFCP, the Plan Sponsor can submit an application to the Employee Benefits Security Administration (EBSA) of the DOL to demonstrate the self-correction of a violation, including the restoration of any lost earnings to the affected Plan participants. If the application meets the conditions of the VFCP, EBSA will issue a no action letter to the applicant regarding the late deposit violations and, if certain conditions are met, may provide the Plan Administrator with relief from the excise tax and filing of the Form 5330 to the Internal Revenue Service (IRS).

- ***Plan Merger - Participant-Level Testing***

  During our participant level testing related to the plan's merger activity, we noted an instance in which a participant's balance was not invested properly per the Plan's mapping or default investment fund provisions. Placement of merged account balances into an incorrect investment option could result in investment performance variances relative to the designated fund which may require a corrective earnings adjustment to the affected participant's account balance.

  We recommend the Plan's management implement the necessary processes and procedures to ensure that all participant account balances related to the Plan's merger activity are properly invested accordingly. We also recommend the Plan's management take the necessary steps to make any affected participants whole in their account balance by making corrective lost earnings adjustments as needed under the applicable correction program under the EPCRS to avoid jeopardizing the tax-exempt status of the Plan.

- ***Final 5500 Filings of Merged Plans***

  During our audit we noted that certain filings of the annual Form 5500 were not completed for the Compressor & Turbine Services, LLC 401(k) Plan, Turbomachinery Industries Retirement Plan, and the Tri-state Valve & Instrument I 401(k) Profit Sharing Plan & Trust.

  The Plan Administrator is responsible for ensuring compliance with Form 5500 filing requirements for plans that have merged into and with the Plan. An annual Form 5500 filing is required to be submitted until all plan assets have been fully distributed, at which time a final Form 5500 can be filed.

  We recommend that the Plan's management consult with the Plan's current recordkeeper and/or Third-Party Administrator (TPA) to ensure that these missing filings are prepared and submitted as soon as possible through the applicable correction programs to avoid notifications and/or assessed penalties from the Internal Revenue Service (IRS) and/or the Department of Labor (DOL).

- ***Reconciling Employee Census and Payroll Reports***

  During our review of the Plan's employee census and the Plan Administrator's payroll reports, we noted certain discrepancies between these summaries. As the information reported on the employee census and payroll reports is used in the administration and operation of the Plan and in performing the Plan's annual tax compliance testing, we recommend that this information be reviewed for completeness and accuracy as incorrect information may distort and/or lead to errors in the administration and operation of the Plan or produce inaccurate compliance testing results.

  We recommend the Plan's management establish and implement the necessary processes and procedures to ensure that all employee census data (demographics, employee classifications, 401(k) contributions, compensation, etc.) is reviewed for completeness and accuracy and is reconciled to the Plan Administrator's payroll reports on an annual basis in support of the administration and operation of the Plan to avoid jeopardizing the tax-exempt status of the Plan.

Qualitative Aspects of the Plan's Significant Accounting Practices

Significant Accounting Policies

Management has the responsibility to select and use appropriate accounting policies. A summary of the significant accounting policies used by the Plan is included in Note 2 to the financial statements. There was no initial selection of accounting policies and no changes in significant accounting policies or their application during the year ended December 31, 2025.

No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

Significant Accounting Estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's current judgments. Those judgments are normally based on knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ markedly from management's current judgments.

There were no sensitive accounting estimates identified affecting the Plan's financial statements.

Financial Statement Disclosures

Certain financial statement disclosures involve significant judgment and are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the Plan's financial statements relate to relate to the certified investment information, the fair value measurements used for the Plan's investments, the amendment of the Plan Agreement, and the merging of the following plans: Air Specialty & Equipment Co. 401(k) Profit Sharing Plan, Compressor & Turbine Services, LLC 401(k) Plan, Illinois Electric Works Employees 401(k) Retirement Plan, Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust, and the Turbomachinery Industries Retirement Plan.

Significant Unusual Transactions

For purposes of this communication, professional standards require us to communicate to you significant unusual transactions identified during our audit. Significant unusual transactions are significant transactions outside the normal course of business for the Plan or that otherwise appear to be unusual due to their timing, size, or nature.

On December 2, 2024, the Employer amended and restated the Plan Agreement, effective January 1, 2025, to merge the Air Specialty & Equipment Co. 401(k) Profit Sharing Plan, Compressor & Turbine Services, LLC 401(k) Plan, Illinois Electric Works Employees 401(k) Retirement Plan, Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust, and the Turbomachinery Industries Retirement Plan into and with the Plan.

As such, each merged plan's net assets and liabilities were transferred to or assumed by the Plan. The Plan received net assets totaling $15,764,106 to complete these Plan mergers. During 2025, the Plan also received a residual transfer of $121,505 from the Industrial Air Centers, Inc. 401(k) Retirement Savings Plan, representing the remaining assets transferred upon the final closeout of the predecessor plan.

Form 5500 Procedures

We were required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditor's report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Significant Difficulties Encountered During the Audit

We encountered no significant difficulties in dealing with management relating to the performance of the audit.

Uncorrected and Corrected Misstatements

For purposes of this communication, professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the financial statements as a whole. A summary of unadjusted differences has been provided to you, which summarizes uncorrected financial statement misstatements whose effects in the current and prior periods, as determined by management, are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. Uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future-period financial statements to be materially misstated, even though the uncorrected misstatements are immaterial to the financial statements currently under audit.

In addition, professional standards require us to communicate to you all material, corrected misstatements that were brought to the attention of management as a result of our audit procedures. There were no material misstatements identified by us as a result of our audit procedures.

Disagreements with Management

For purposes of this letter, a disagreement with management is a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the Plan's financial statements or the auditor's report. No such disagreements arose during the course of the audit.

Representations Requested from Management

We have requested certain written representations from management, which are included in a letter addressed to us dated October 12, 2026, a copy of which has been provided to you.

Management's Consultations with Other Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

Supplemental Information

Our responsibility for the ERISA-required supplemental schedules accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedules, other than that agreed to or derived from the certified investment information, is presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and whether 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).

Emphasis of Matter Paragraph

We have added an emphasis of matter paragraph to our auditor's report regarding the plan mergers described in Notes 1 and 5 to the financial statements. Our opinion is not modified with respect to these matters.

Other Significant Findings or Issues

In the normal course of our professional association with the Plan, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, business conditions affecting the Plan, and business plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the Plan's auditor.

Distribution and Use of this Communication

This communication is intended solely for the information and use of the Board of Directors of ISG Enterprises, LLC, the Plan's management, and others within the Plan's sponsor, and is not intended to be and should not be used by anyone other than these specified parties.

Katz, Sapper & Miller, LLP

Indianapolis, Indiana
October 12, 2026

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

EIN 84-2843926 PN 003

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

(a)	(b) and (c) Identity of Issue / Description of Investment	Number of Shares/Units	(d) Cost	(e) Current Value
	INVESTMENTS AT FAIR VALUE:			
	REGISTERED INVESTMENT COMPANIES			
	AB Small Cap Growth Portfolio Z	4,266	**	$ 331,331
	American Funds EuroPacific Growth Fund R6	3,576	**	216,649
*	Fidelity Freedom Index 2010 Fund	4,587	**	61,975
*	Fidelity Freedom Index 2015 Fund	75,041	**	1,133,117
*	Fidelity Freedom Index 2020 Fund	102,134	**	1,721,984
*	Fidelity Freedom Index 2025 Fund	389,077	**	7,909,933
*	Fidelity Freedom Index 2030 Fund	466,495	**	10,547,447
*	Fidelity Freedom Index 2035 Fund	265,685	**	7,072,535
*	Fidelity Freedom Index 2040 Fund	153,008	**	4,411,233
*	Fidelity Freedom Index 2045 Fund	124,660	**	3,844,500
*	Fidelity Freedom Index 2050 Fund	127,968	**	3,955,503
*	Fidelity Freedom Index 2055 Fund	142,553	**	3,627,978
*	Fidelity Freedom Index 2060 Fund	112,482	**	2,426,247
*	Fidelity Freedom Index 2065 Fund	65,491	**	1,143,476
*	Fidelity Freedom Index 2070 Fund	12,128	**	149,661
*	Fidelity Freedom Index Income Fund	49,733	**	614,205
*	Fidelity International Index Fund	4,825	**	293,342
*	Fidelity Mid Cap Index Fund	16,884	**	623,528
*	Fidelity Small Cap Index Fund	11,548	**	357,175
*	Fidelity U.S. Bond Index Fund	14,328	**	151,305
*	Fidelity 500 Index Fund	15,171	**	3,606,465
	Vanguard Small Cap Index ADM	1,005	**	91,469
	JPMorgan Core Bond Fund	48,156	**	502,753
	JPMorgan International Equity R6	8,966	**	197,156
	JPMorgan Large Cap Growth Fund R6	29,534	**	2,552,881
	Lord Abbett Short Duration Income Fund R6	25,393	**	98,777
	MFS Mid Cap Growth Fund R6	16,667	**	474,010
	MFS Mid Cap Value Fund R6	2,747	**	85,831
	MFS Value Fund R6	14,442	**	720,816
	Total Registered Investment Companies			58,923,282
	MONEY MARKET FUND SHARES			
*	Fidelity Government Money Market K6	1,304,555	**	1,304,555
*	**NOTES RECEIVABLE FROM PARTICIPANTS**, bearing interest at 4.25% - 10.50%, with maturities through December 2029		0	230,419
	TOTAL			$ 60,458,256

* Party-in-interest, but not prohibited transactions.
** Cost has been omitted for participant-directed investments.

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

EIN 84-2843926 PN 003

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
Year Ended December 31, 2025

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002 - 51
Check here if Late Participant Loan Repayments are included: ☑	Contributions Not Corrected 2024 = $234,590 2025 = $355,089	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR'S REPORT

December 31, 2025 and 2024

ksm

Katz, Sapper & Miller, LLP
Certified Public Accountants

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

CONTENTS

	Page
FINANCIAL STATEMENTS	
Independent Auditor's Report	1-4
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7-12
SUPPLEMENTAL SCHEDULES	
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions	13
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	14

Katz, Sapper & Miller, LLP
Certified Public Accountants

600 East 96th Street, Suite 150
Indianapolis, IN 46240

Independent Auditor's Report

To the Plan Administrator
ISG Enterprises, LLC and Group 401(k) Plan

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

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

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

Management has obtained a certification 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 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

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

Emphasis of Matter - Plan Mergers

As discussed in Notes 1 and 5 to the financial statements, the Employer amended and restated the Plan Agreement to merge Air Specialty & Equipment Co. 401(k) Profit Sharing Plan, Compressor & Turbine Services, LLC 401(k) Plan, Illinois Electric Works Employees 401(k) Retirement Plan, Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust, and the Turbomachinery Industries Retirement Plan into and with the Plan, effective January 1, 2025. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ISG Enterprises, LLC and Group 401(k) Plan’s ability to continue as a going concern within one year after the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

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

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended December 31, 2025, and 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 audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental 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).



Indianapolis, Indiana
October 12, 2026

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments at fair value	$60,227,837	$38,132,966
Receivables:		
Employer contributions	11,246	84,376
Participant contributions	30,449	22,826
Notes receivable from participants	230,419	154,887
Total Receivables	272,114	262,089
NET ASSETS AVAILABLE FOR BENEFITS	$60,499,951	$38,395,055

See accompanying notes.

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year Ended December 31, 2025

ADDITIONS TO NET ASSETS ATTRIBUTED TO	
Investment Income (Loss):	
Net appreciation (depreciation) in fair value of investments	$ 6,843,776
Dividends	2,135,180
Total Investment Income (Loss)	8,978,956
Interest income on notes receivable from participants	21,039
Contributions:	
Employer	2,073,468
Participant	5,829,563
Rollover	501,371
Total Contributions	8,404,402
Total Additions	17,404,397
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO	
Benefits paid	10,978,086
Administrative expenses	207,026
Total Deductions	11,185,112
NET INCREASE (DECREASE) BEFORE TRANSFERS	6,219,285
TRANSFER OF ASSETS TO THIS PLAN	
Air Specialty & Equipment Co. 401(k) Profit Sharing Plan	3,982,798
Compressor & Turbine Services, LLC 401(k) Plan	1,943,413
Illinois Electric Works Employees 401(k) Retirement Plan	9,322,718
Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust	255,530
Turbomachinery Industries Retirement Plan	259,647
Industrial Air Centers, Inc. 401(k) Retirement Savings Plan	121,505
Total Transfers to this Plan	15,885,611
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning of Year	38,395,055
End of Year	$ 60,499,951

See accompanying notes.

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

NOTES TO FINANCIAL STATEMENTS
December 31, 2025 and 2024

NOTE 1 - DESCRIPTION OF PLAN

The following description of ISG Enterprises, LLC and Group 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General: The Plan was organized effective December 15, 1993, as a defined contribution retirement savings plan covering all eligible employees of ISG Enterprises, LLC and its affiliated participating employers (collectively, the Employer) who have at least one month of service and are age 18 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Directors of the Employer is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Plan Mergers: On December 2, 2024, the Employer amended and restated the Plan Agreement, effective January 1, 2025, to merge the Air Specialty & Equipment Co. 401(k) Profit Sharing Plan, Compressor & Turbine Services, LLC 401(k) Plan, Illinois Electric Works Employees 401(k) Retirement Plan, Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust, and the Turbomachinery Industries Retirement Plan into and with the Plan. As such, each merged plan's net assets and liabilities were transferred to or assumed by the Plan in 2025. The Plan received net assets totaling $15,764,106 to complete these mergers. During 2025, the Plan also received a residual transfer of $121,505 from the Industrial Air Centers, Inc. 401(k) Retirement Savings Plan, representing the remaining assets transferred upon the final closeout of the predecessor plan. See Note 5.

Contributions: Each year, participants may authorize the Employer to contribute to the Plan up to 100% of their eligible annual compensation, subject to the maximum annual amount permitted under Section 402(g) of the Internal Revenue Code (IRC). Participants who attain age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also make rollover contributions from amounts representing distributions from other qualified plans and certain Individual Retirement Accounts (IRA) as defined in the Plan Agreement. Contributions are subject to certain limitations under the IRC.

The Plan includes an auto-enrollment provision whereby certain employees are automatically enrolled in the Plan unless an affirmative election not to participate in the Plan is executed. Automatically enrolled participants have their contribution rate set at 3% of eligible compensation and their contributions are invested in a designated fund until changed by the participant.

The Employer may elect to make discretionary matching and profit-sharing contributions to the Plan. In 2025, the Employer made matching contributions equal to 50% of the first 8% of compensation that each participant contributed to the Plan. No Employer profit-sharing contributions were made to the Plan in 2025.

Participants direct the investment of their contributions, as well as those made by the Employer, into various investment options offered by the Plan.

Participant Accounts: Each participant's account is credited with the participant's contributions and the Employer's matching contributions, as well as allocations of the Employer's profit-sharing contributions and Plan earnings. Participant accounts may also be charged with an allocation of certain administrative expenses of the Plan. Allocations are based on participant earnings or account balances, or specific participant transactions, as defined in the Plan Agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

NOTE 1 - DESCRIPTION OF PLAN (CONTINUED)

Vesting and Forfeitures: Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Employer's match contribution portion of their account is based on years of service. A participant becomes 20% vested after one year of service, increasing by 20% per additional year, with full vesting after five years of credited service.

In the event of a merger or other transfer of net assets to the Plan from a predecessor employer or a participating employer, the affected participants may be subject to a different vesting schedule, as defined in the Plan Agreement.

At December 31, 2025 and 2024, forfeited nonvested accounts of terminated participants totaled $163,948 and $33,907, respectively. These accounts will be used to reduce future Employer contributions, pay Plan expenses, and/or be allocated or reinstated to the accounts of eligible participants, as defined in the Plan Agreement. In 2025, forfeited nonvested accounts of $125,988 were used to reduce Employer contributions and pay Plan expenses.

Notes Receivable from Participants: The Plan does not permit participants to borrow from their accounts. However, participants whose accounts were merged into the Plan could have borrowed from their accounts, prior to the merger, a minimum of $1,000 up to a maximum amount equal to the lesser of $50,000 or 50% of their vested account balance. The repayment terms of the notes could not exceed five years except for the purchase of the participant's principal residence, for which the terms could exceed five years. The notes were secured by the balance in the participant's account and bore interest at rates which were commensurate with local prevailing rates at the time of issuance. Principal and interest were paid ratably through regular payroll deductions.

Benefits: Upon the occurrence of a distributable event due to separation from service by termination, death, disability, retirement, or other reasons, as defined by the Plan Agreement, a participant may elect to receive a lump-sum cash distribution equal to the value of the participant's vested interest in their account or partial withdrawals. Hardship and in-service withdrawals, as well as required minimum distributions, rollover contribution account distributions, and automatic distributions to former participants, as defined in the Plan Agreement, are also permitted from a participant's account.

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

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

Investment Valuation and Income Recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's management determines the Plan's valuation policies utilizing information provided by the Plan's investment advisor and trustee. See Note 3 for discussion of fair value measurements.

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

Payment of Benefits: Benefits are recorded when paid.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Notes Receivable from Participants: The Plan's notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. If a participant ceases to make repayments and the Plan Administrator deems the note receivable from the participant to be in default, the balance of the note receivable from the participant is reduced and a benefit payment is recorded per the Plan Agreement.

Expenses: Administrative expenses for maintaining the Plan may be paid by the Employer or the Plan, at the Employer's discretion. Certain administration fees are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Tax Status: The Plan is based on a pre-approved defined contribution plan document whose sponsor has received an opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020, stating that the pre-approved defined contribution plan document was designed in accordance with the applicable sections of the IRC. Although the Plan and the pre-approved defined contribution plan document have been amended since receiving the opinion letter, the Plan Administrator believes that the Plan is designed in compliance with the applicable requirements of the IRC. The Plan Administrator intends to correct insignificant operational errors utilizing the applicable correction program available under the Employee Plans Compliance Resolution System (EPCRS). Therefore, the Plan Administrator believes that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan's management to evaluate tax positions taken by the Plan and to 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 or other taxing authorities.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in process.

Subsequent Events: The Plan Administrator has evaluated the financial statements for subsequent events occurring through October 12, 2026, the date the financial statements were available to be issued. See Note 9.

NOTE 3 - FAIR VALUE MEASUREMENTS

The Plan has categorized its assets and liabilities that are measured at fair value into a three-level fair value hierarchy. The hierarchy 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 asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The three levels of the fair value hierarchy are described as follows:

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

Level 2 – Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

NOTE 3 - FAIR VALUE MEASUREMENTS (CONTINUED)

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement. In situations where there is little or no market activity for the asset or liability, the Plan makes estimates and assumptions related to the pricing of the asset or liability including assumptions regarding risk.

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

Registered Investment Companies (Mutual Funds) and Money Market Fund Shares: Valued at the daily closing price as reported by the funds. These funds are required to publish their daily net asset value (NAV) and to transact at that price. These funds held by the Plan are deemed to be actively traded.

Following is a summary, within each level of the fair value hierarchy, of the Plan's assets that are measured at fair value on a recurring basis as of December 31, 2025 and 2024:

2025	**Level 1**	**Total**
Registered investment companies	$58,923,282	$58,923,282
Money market fund shares	1,304,555	1,304,555
Total Investments at Fair Value	$60,227,837	$60,227,837
2024		
Registered investment companies	$36,882,629	$36,882,629
Money market fund shares	1,250,337	1,250,337
Total Investments at Fair Value	$38,132,966	$38,132,966

NOTE 4 - INFORMATION CERTIFIED BY THE PLAN'S TRUSTEE (UNAUDITED INFORMATION)

All Plan information related to investments from participants held at December 31, 2025 and 2024, and net appreciation or depreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2025, disclosed in the accompanying financial statements and supplemental schedules was obtained by the Plan's management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the Plan's trustee, in accordance with Section 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

The Plan's independent auditor did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedules.

NOTE 5 - PLAN AMENDMENT

Effective January 1, 2025, the Employer amended and restated the Plan Agreement to update the Plan's definition of Normal Retirement Age (NRA) to age 59½, to authorize the merging of the following plans into and with the Plan, and to recognize each of the following merged plan's sponsor as a participating employer in the Plan for purposes of recognizing certain service credits for eligibility, contribution allocations, and/or vesting, as defined in the Plan Agreement for each respective participating employer:

- Air Specialty & Equipment Co. 401(k) Profit Sharing Plan
  - Air Specialty & Equipment Company (EIN: 74-2316764)

NOTE 5 - PLAN AMENDMENT (CONTINUED)

- Compressor & Turbine Services, LLC 401(k) Plan
  - Compressor & Turbine Services, LLC (EIN: 20-4382706)

- Tri-State Valve & Instrument I 401(k) Profit Sharing Plan and Trust
  - Tri-State Valve & Instrument I (EIN: 20-4007885)

- Illinois Electric Works Employees 401(k) Retirement Plan
  - Illinois Electric Works (EIN: 37-1133965)

- Turbomachinery Industries Retirement Plan
  - Turbomachinery Industries, LLC (EIN: 32-0486367)

Each respective merged plan's net assets and liabilities were transferred to or assumed by the Plan during 2025.

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, an employee organization whose members are covered by the Plan, a person who owns 50% or more of such an employer or employee association, or relatives of such persons.

The Plan has arrangements with several third-party service providers. The Plan pays certain expenses related to the Plan's operation, administration, and investment activity. The Plan's expenses may be paid directly to the respective service provider or indirectly through the Plan's investments returns. Therefore, these transactions qualify as exempt party-in-interest transactions under ERISA.

The Plan may receive revenue-sharing compensation from certain Plan investment options. This revenue, if any, is used to offset certain recordkeeping and administration services to the Plan and/or allocated to participant accounts as additional earnings.

The Employer provides certain accounting, administrative and investment management services to the Plan for which it receives no compensation.

Notes receivable from participants are permitted party-in-interest transactions.

NOTE 7 - DELINQUENT PARTICIPANT CONTRIBUTIONS

Defined contribution plans are required to remit participant contributions to the Plan and participant loan repayments to the Plan as soon as they can be segregated from the Employer's general assets. Contributions and loan repayments totaling $234,590 for the year ended December 31, 2024, and $355,089 for the year ended December 31, 2025, were not remitted within the required time period, as reported on the attached Schedule of Delinquent Participant Contributions. The Employer is in the process of calculating and remitting the related lost earnings to the Plan to be allocated to the affected participants for both Plan years.

NOTE 8 - RISKS AND UNCERTAINTIES

The Plan's investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. 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 statement of net assets available for benefits.

NOTE 9 - SUBSEQUENT EVENT

Effective September 11, 2026, the Employer amended the Plan Agreement to recognize American Controls Technology, Inc. as a predecessor employer for purposes of eligibility and vesting service credits.

SUPPLEMENTAL SCHEDULES

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

EIN 84-2843926 PN 003

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
Year Ended December 31, 2025

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002 - 51
Check here if Late Participant Loan Repayments are included: ☑	Contributions Not Corrected 2024 = $234,590 2025 = $355,089	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	

ISG ENTERPRISES, LLC AND GROUP 401(k) Plan

EIN 84-2843926 PN 003

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2025

(a)	(b) and (c) Identity of Issue / Description of Investment	Number of Shares/Units	(d) Cost	(e) Current Value
	INVESTMENTS AT FAIR VALUE:			
	REGISTERED INVESTMENT COMPANIES			
	AB Small Cap Growth Portfolio Z	4,266	**	$ 331,331
	American Funds EuroPacific Growth Fund R6	3,576	**	216,649
*	Fidelity Freedom Index 2010 Fund	4,587	**	61,975
*	Fidelity Freedom Index 2015 Fund	75,041	**	1,133,117
*	Fidelity Freedom Index 2020 Fund	102,134	**	1,721,984
*	Fidelity Freedom Index 2025 Fund	389,077	**	7,909,933
*	Fidelity Freedom Index 2030 Fund	466,495	**	10,547,447
*	Fidelity Freedom Index 2035 Fund	265,685	**	7,072,535
*	Fidelity Freedom Index 2040 Fund	153,008	**	4,411,233
*	Fidelity Freedom Index 2045 Fund	124,660	**	3,844,500
*	Fidelity Freedom Index 2050 Fund	127,968	**	3,955,503
*	Fidelity Freedom Index 2055 Fund	142,553	**	3,627,978
*	Fidelity Freedom Index 2060 Fund	112,482	**	2,426,247
*	Fidelity Freedom Index 2065 Fund	65,491	**	1,143,476
*	Fidelity Freedom Index 2070 Fund	12,128	**	149,661
*	Fidelity Freedom Index Income Fund	49,733	**	614,205
*	Fidelity International Index Fund	4,825	**	293,342
*	Fidelity Mid Cap Index Fund	16,884	**	623,528
*	Fidelity Small Cap Index Fund	11,548	**	357,175
*	Fidelity U.S. Bond Index Fund	14,328	**	151,305
*	Fidelity 500 Index Fund	15,171	**	3,606,465
	Vanguard Small Cap Index ADM	1,005	**	91,469
	JPMorgan Core Bond Fund	48,156	**	502,753
	JPMorgan International Equity R6	8,966	**	197,156
	JPMorgan Large Cap Growth Fund R6	29,534	**	2,552,881
	Lord Abbett Short Duration Income Fund R6	25,393	**	98,777
	MFS Mid Cap Growth Fund R6	16,667	**	474,010
	MFS Mid Cap Value Fund R6	2,747	**	85,831
	MFS Value Fund R6	14,442	**	720,816
	Total Registered Investment Companies			58,923,282
	MONEY MARKET FUND SHARES			
*	Fidelity Government Money Market K6	1,304,555	**	1,304,555
*	**NOTES RECEIVABLE FROM PARTICIPANTS**, bearing interest at 4.25% - 10.50%, with maturities through December 2029		0	230,419
	TOTAL			$ 60,458,256

* Party-in-interest, but not prohibited transactions.
** Cost has been omitted for participant-directed investments.

October 12, 2026

Katz, Sapper & Miller, LLP
Indianapolis, Indiana

This representation letter is provided in connection with your audits of the financial statements of ISG Enterprises, LLC and Group 401(k) (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of 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 (collectively, the "financial statements"), for the purpose of expressing an opinion as to whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America and whether the supplemental schedules are fairly stated in all material respects in relation to the financial statements as a whole.

We elected to have the audit of the 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 (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). We acknowledge that the audit did 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, a qualified institution, that prepared and certified the investment information in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. We have determined that an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances. We have also determined that the investment information is prepared and certified by a qualified institution as described by 29 CFR 2520.103-8, that the certification meets the requirements in 29 CFR 2520.103-5, and that the certified investment information is appropriately measured, presented, and disclosed in accordance with accounting principles generally accepted in the United States of America.

The purpose of an ERISA Section 103(a)(3)(C) audit is to express an opinion on whether the amounts and disclosures in the 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 and that the information regarding assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the certified investment information.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.
We confirm, to the best of our knowledge and belief, as of the date of this representation letter, the following representations made to you during your audits.

Financial Statements

1. We acknowledge and have fulfilled our responsibilities, as set out in the terms of the audit engagement agreement dated April 8, 2026, including our responsibility for the preparation and fair presentation of the financial statements.

2. The financial statements are fairly presented in accordance with accounting principles generally accepted in the United States of America, the notes include all disclosures required by laws and regulations to which the Plan is subject, including the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and the supplemental schedules are fairly presented in accordance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

3. We acknowledge our responsibility for 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.

4. We acknowledge our election to have an ERISA Section 103(a)(3)(C) audit does not affect our responsibility for the financial statements and for determining the following:

    a. The circumstances permit an ERISA Section 103(a)(3)(C) audit.

    b. A qualified institution has prepared and certified the investment information as described in 29 CFR 2520.103-8.

    c. The certification meets the 29 CFR 2520.103-5 requirements.

    d. The certified investment information is appropriately measured, presented, and disclosed in accordance with accounting principles generally accepted in the United States of America.

5. We acknowledge our responsibility 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.

6. We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud, and our responsibility to monitor the performance of the Plan's third-party service providers and review related reports.

7. The methods, significant assumptions, and data used in making accounting estimates, including those measured at fair value, and their related disclosures are appropriate to achieve recognition, measurement, and disclosure that is reasonable in accordance with accounting principles generally accepted in the United States of America. Moreover, the measurement process used by management in determining accounting estimates was appropriate and consistent, the assumptions appropriately reflect management's intent and ability to carry out specific courses of action, and no subsequent event has occurred that would require adjustment to the accounting estimates or disclosures included in the financial statements.
8. We acknowledge our responsibility for the estimation methods and assumptions used in measuring assets and liabilities reported or disclosed at fair value, including information obtained from brokers, pricing services, or other third parties. Our valuation methodologies have been consistently applied from period to period. The fair value measurements

reported or disclosed represent our best estimate of fair value as of the measurement date in accordance with the requirements of Financial Accounting Standards Board (FASB) *Accounting Standards Codification* (ASC) 820, *Fair Value Measurement*. In addition, our disclosures related to fair value measurements are consistent with the objectives outlined in FASB ASC 820.

9. Related-party relationships and transactions, and relationships and transactions with parties-in-interest, as defined in ERISA Section 3(14) and regulations thereunder, have been appropriately accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America and ERISA Section 3(14) and regulations thereunder.

10. All events subsequent to the date of the financial statements and for which accounting principles generally accepted in the United States of America requires adjustment or disclosure have been adjusted or disclosed.

11. The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial statements as a whole. A list of the uncorrected misstatements is attached to this representation letter.

12. We are in agreement with the adjusting journal entries, if any, you have recommended, and they have been posted to the Plan's accounts. In addition, we are not aware of any journal entries made by any of our third-party service providers, including the Plan's recordkeeper and certifying qualified institution, adjusting the activity processed on behalf of the Plan and thus impacting the underlying reports used in preparing the Plan's financial statements. For this purpose, journal entries are defined as any adjustment made to the originally processed participant level transaction activity.

13. The effects of all known actual or possible litigation, claims, and assessments have been accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.

14. Other matters (e.g., breach of fiduciary responsibilities, nonexempt transactions, or events that may jeopardize the tax status) that legal counsel have advised us that must be disclosed have been properly disclosed.

15. Material concentrations have been properly disclosed in accordance with accounting principles generally accepted in the United States of America.

16. Financial instruments with concentrations of credit risk have been properly recorded or disclosed in the financial statements.

17. Guarantees, whether written or oral, under which the Plan is contingently liable, have been properly recorded or disclosed in accordance with accounting principles generally accepted in the United States of America.

18. The supplemental schedules or financial statements disclose the following:

    a. All non-exempt party-in-interest transactions, as defined in ERISA Section 3(14) and regulations thereunder.

b. Investments or loans in default or considered to be uncollectible.

c. Reportable transactions, as defined in ERISA Section 103(b)(3)(H) and regulations thereunder.

19. We have evaluated whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year from the date the financial statements are available to be issued, and no such conditions or events were identified that in the aggregate raise such substantial doubt.

20. On December 2, 2024, the Employer amended and restated the Plan Agreement, effective January 1, 2025, to merge the Air Specialty & Equipment Co. 401(k) Profit Sharing Plan, Compressor & Turbine Services, LLC 401(k) Plan, Illinois Electric Works Employees 401(k) Retirement Plan, Tri-state Valve & Instrument I 401(k) Profit Sharing Plan and Trust, and the Turbomachinery Industries Retirement Plan into and with the Plan. As such, each merged plan's net assets and liabilities were transferred to or assumed by the Plan. The Plan received net assets totaling $15,764,106 to complete these mergers. In addition, the Plan received a residual transfer of $121,505 from the Industrial Air Centers, Inc. 401(k) Retirement Plan, representing the remaining assets transferred upon the final closeout of the predecessor plan.

Information Provided

1. We have provided you with:

   a. Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records (including information obtained from outside of the general and subsidiary ledgers), documentation, and other matters. Among other things, relevant information includes all meeting minutes of the Plan, or summaries of actions of recent meetings for which minutes were not prepared. In addition, relevant information includes all communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.

   b. A substantially complete draft of Form 5500.

   c. Additional information that you have requested from us for the purpose of the audits.

   d. Unrestricted access to persons within the Plan from whom you determined it necessary to obtain audit evidence.

   e. Current plan instruments, trust agreements, insurance contracts, or investment contracts and amendments to such documents entered into during the year, including amendments to comply with applicable laws.

2. All material transactions have been recorded in the accounting records and are reflected in the financial statements and supplemental schedules.

3. We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.

4. We have no knowledge of any fraud or suspected fraud that affects the Plan and involves:

    a. Management,

    b. Employees who have significant roles in internal control, or

    c. Others where the fraud could have a material effect on the financial statements.

5. We have no knowledge of any allegations of fraud or suspected fraud affecting the Plan's financial statements communicated by employees, former employees, participants, regulators, beneficiaries, service providers, third-party administrators, or others.

6. We have no knowledge of any instances of noncompliance or suspected noncompliance with laws and regulations (including ERISA, DOL, and IRS regulations) whose effects should be considered when preparing financial statements.

7. We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments whose effects should be considered when preparing the financial statements in accordance with accounting principles generally accepted in the United States of America, and we have not consulted a lawyer concerning litigation, claims, or assessments.

8. We have disclosed to you the names of all of the Plan's related parties and parties-in-interest and all the related-party and party-in-interest relationships and transactions, including any side agreements.

9. The Plan has satisfactory title to all owned assets, which are recorded at fair value, or at contract value for investment contracts, and all liens, encumbrances, or security interests requiring disclosure in the financial statements have been properly disclosed.

10. We have no:

    a. Plans or intentions that may materially affect the carrying value or classification of assets and liabilities.

    b. Intentions to terminate the Plan.

11. Amendments to the Plan instrument, if any, have been properly recorded or disclosed in the financial statements.

12. The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.
13. The Plan is based on a pre-approved defined contribution plan document which obtained its latest opinion letter dated June 30, 2020, in which the Internal Revenue Service stated that the plan document, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC). The pre-approved defined contribution plan document and the Plan have been amended since receiving the opinion letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. We are aware of certain operational, Plan document, or demographic issues that, if not properly corrected, could be treated by the IRS as qualification failures. We intend to correct these issues utilizing the applicable correction

program available under the Employee Plans Compliance Resolution System (EPCRS). Therefore, the Plan Administrator believes that the Plan was qualified, and the related trust was tax-exempt as of the financial statement date.

14. We recognize that the audit procedures performed by you did not encompass procedures necessary to determine the tax-qualified status of the Plan, nor the possible tax consequences to the Plan Sponsor or Plan participants.

15. All required amendments to and filings of the Plan or trust documents with the appropriate agencies have been made.

16. We intend to formally amend, as applicable, the Plan Agreement to incorporate certain provisions implemented under the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act), the SECURE Act 2.0 of 2022, and the Coronavirus Aid, Relief and Economic Security Act of 2020 (CARES Act) related to the Plan's distribution, hardship and in-service withdrawal, loan, and other provisions, prior to the applicable due date as set forth under each Act.

17. The Plan, and the trust established under the Plan, is qualified under the appropriate section of the IRC and we intend to continue them as a qualified plan and trust. The Plan sponsor has operated the Plan and the trust or insurance contract in a manner that did not jeopardize this tax status. We have provided the Plan's service providers with all of the required employee census and payroll information needed to complete the Plan's annual compliance testing, including the determination of the Plan's highly-compensated employees and key employees, as applicable. We have reviewed and determined that the Plan has passed and met all of the required compliance testing requirements that the Plan is subject to, or have taken the necessary corrective actions to ensure the Plan has met these regulations, including the allocation of any required top-heavy contribution and/or the distribution of any excess deferrals or contributions.

18. We have not taken, and do not expect to take, any uncertain tax positions that would require recognition of a liability or disclosure in the financial statements.

19. The Plan is not currently under investigation by the DOL or examination by the IRS for any tax periods in process.

20. The Plan has complied with the DOL's regulations concerning the timely remittance of participant contributions (including loan repayments, if applicable) to trusts containing assets for the Plan, except as made known to you and disclosed in a supplemental schedule to the financial statements.

21. The Plan has complied with the fidelity bonding requirements of ERISA.

22. We have apprised you of all communications, whether written or oral, with regulatory agencies concerning the operation of the Plan.

23. We have obtained appropriate fee disclosures from covered service providers and have concluded the fees are reasonable. The Plan is in compliance with DOL regulations

regarding ERISA Section 408(b)(2), and we are unaware of any non-exempt prohibited transactions resulting from the Plan's expenses.

24. We acknowledge our responsibility for presenting the schedule of assets (held at end of year) and schedule of delinquent participant contributions, in accordance with accounting principles generally accepted in the United States of America and in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. We believe the form and content of the supplemental schedules are fairly presented in accordance with accounting principles generally accepted in the United States of America and in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. The methods of measurement and presentation of the supplemental schedules have not changed from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplemental schedules.

25. Receivables recorded in the financial statements represent valid amounts due to the Plan for transactions arising on or before the financial statement date and have been appropriately reduced to their estimated net realizable value.

26. We have obtained the SOC 1 reports of Fidelity Workplace Services, LLC, the Plan's recordkeeper and third-party administrator, and Paylocity Corporation, the Plan Administrator's payroll service provider. We have reviewed such reports, including the complementary user controls. We have implemented the relevant user controls, and they were in operation during the entire Plan year.

27. We have instructed you, and understand your engagement does not include the preparation of the Plan's Form 5500. We understand the AICPA's Audit and Accounting Guide, *Audits of Employee Benefit Plans,* requires that, before an auditor's report on the Plan's financial statements can be included with a filed Form 5500, we must provide a substantially completed draft Form 5500 (including any related schedules) to you for your review in order to identify any material inconsistencies, if any, between the information contained in the draft Form 5500 and related schedules, and the audited financial statements (including the required supplemental schedules) or any material misstatement of fact.

28. The version of the Plan's 2025 audited financial statements that we will file with the DOL using the EFAST2 system will be identical to the copy containing your manually-signed report provided to us.

29. We have complied with all required participant notice requirements including the Summary Annual Report (SAR) which has been or will be completed and communicated timely in accordance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, as applicable.

30. You have assisted in drafting the financial statements and supplemental schedules, and we have reviewed, approved, and accepted responsibility for the financial statements and supplemental schedules. Also, regarding the assistance in drafting the financial statements and supplemental schedules and any other applicable nonattest services performed by you, we have:

a. Assumed all management responsibilities.

b. Designated an individual who has suitable skill, knowledge, or experience to oversee the services.

c. Evaluated the adequacy and results of the services performed.

d. Accepted responsibility for the results of the services.

e. Ensured that the data and records were complete, and we have sufficient information to oversee the services.

31. We have responded fully and truthfully to all inquiries made to us by you during your audits.



Steven Meacham, Vice President of Human Resources
of the Plan Administrator

ISG ENTERPRISES, LLC AND GROUP 401(k)

SUMMARY OF UNADJUSTED AUDIT DIFFERENCES
December 31, 2025

	Current Year Over (Under) Statement
Statement of Changes in Net Assets Available for Benefits Misstatements:	
None	$ -
Cumulative Effect (Before Effect of Prior Year Differences)	-
Effect of Unadjusted Audit Differences - Prior Year:	
Corrective distribution as a result of compliance testing	(4,327)
Cumulative Effect (After Effect of Prior Year Differences)	$ (4,327)

Steven Meacham, Vice President of Human Resources
of the Plan Administrator