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
HIGHLIGHT TECHNOLOGIES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/2021

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)
HIGHLIGHT TECHNOLOGIES, INC.

9990 FAIRFAX BOULEVARD
SUITE 350
FAIRFAX, VA 22030

2b Employer Identification Number (EIN)
26-1329304

2c Plan Sponsor's telephone number
703-707-6900

2d Business code (see instructions)
541990

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	AARISH GOKALDAS
	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	467
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)**	190
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	97
b	Retired or separated participants receiving benefits	**6b**	166
c	Other retired or separated participants entitled to future benefits	**6c**	107
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	370
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	371
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)**	428
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)**	370
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
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:

2P 2Q 3I

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(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	**B** Three-digit plan number (PN) ▶	
HIGHLIGHT TECHNOLOGIES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST		002
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
HIGHLIGHT TECHNOLOGIES, INC.	26-1329304	

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).. . . . . ☐ Yes ☒ No

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

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

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

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

ARGENT TRUST COMPANY

3102 WEST END AVENUE
SUITE 775
NASHVILLE, TN 37203

62-1437218

(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?
13	NONE	70404	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STOUT RISIUS ROSS LLC

288 W. 19TH STREET
UPLAND, CA 91784

87-3592543

(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?
34	NONE	31000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TRANSITION FINANCE STRATEGIES, LLC

154 HANSEN RD
SUITE 102
CHARLOTTESVILLE, VA 22911

13-4238973

(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?
15	NONE	11539	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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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
HIGHLIGHT TECHNOLOGIES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
26-1329304

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	12842723	20574
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	20860	85473
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	864995
(2) U.S. Government securities	1c(2)	0	9082011
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	0	582418
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	2441285

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	8832000	0
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	21695583	13076756
Liabilities			
1g Benefit claims payable	1g	0	14638
1h Operating payables	1h		
1i Acquisition indebtedness	1i	21643115	20769633
1j Other liabilities	1j	0	424340
1k Total liabilities (add all amounts in lines 1g through1j)	1k	21643115	21208611
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	52468	-8131855

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)	1224101	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1224101
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	26351	
(B) U.S. Government securities	2b(1)(B)	478849	
(C) Corporate debt instruments	2b(1)(C)	15000	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	55833	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		576033
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	8832000	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		-8832000
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		-7031866
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	670918	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		670918
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		350618
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	15552	
(4) IQPA audit fees	2i(4)	3500	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	70404	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)	31000	
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	10465	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		130921
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1152457
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-8184323
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [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) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] 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: FORVIS MAZARS, LLP **(2)** EIN: 44-0160260

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	
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		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
HIGHLIGHT TECHNOLOGIES, INC. EMPLOYEE STOCK OWNERSHIP PLAN AND TRUST

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
26-1329304

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 58-1428634

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 ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust

EIN 26-1329304 PN 002

Independent Auditor's Report, Financial Statements, and Supplemental Schedule

December 31, 2025 and 2024

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
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December 31, 2025 and 2024

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Forvis Mazars, LLP
1410 Spring Hill Road, Suite 500
Tysons, VA 22102
P 703.970.0400 | F 703.970.0401
forvismazars.us

Independent Auditor's Report

Plan Administrator
Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
Fairfax, Virginia

Opinion

We have audited the financial statements of the Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust, 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 to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust as of December 31, 2025 and 2024, and the changes in its net assets available for benefits for the year ended December 31, 2025, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust's ability to continue as a going concern within one year after the date that these financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule listed in the table of contents is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Forvis Mazars, LLP

Tysons, Virginia
October 13, 2026

Federal Employer Identification Number: 44-0160260

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
Statements of Net Assets Available for Benefits
December 31, 2025 and 2024

	2025			2024		
	Allocated	**Unallocated**	**Total**	**Allocated**	**Unallocated**	**Total**
ASSETS						
Investments at fair value	$ 12,566,943	$ -	$ 12,566,943	$ 14,238,587	$ 7,436,136	$ 21,674,723
Interest income receivable	85,473	-	85,473	20,860	-	20,860
Total Assets	12,652,416	-	12,652,416	14,259,447	7,436,136	21,695,583
LIABILITIES						
Other payable	14,638	-	14,638	-	-	-
Note payable	-	20,769,633	20,769,633	-	21,643,115	21,643,115
Total Liabilities	14,638	20,769,633	20,784,271	-	21,643,115	21,643,115
Net Assets Available for Benefits (Deficit)	$ 12,637,778	$ (20,769,633)	$ (8,131,855)	$ 14,259,447	$ (14,206,979)	$ 52,468

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2025

	Allocated	Unallocated	Total
Additions			
Allocation of 18,443 shares of Company stock	$ -	$ -	$ -
Employer contributions	-	1,224,101	1,224,101
Interest income	576,033	-	576,033
Total Additions	576,033	1,224,101	1,800,134
Deductions			
Net depreciation in the fair value of Company stock	1,395,864	7,436,136	8,832,000
Allocation of 18,443 shares of Company stock	-	-	-
Benefit payments	670,918	-	670,918
Interest expense	-	350,619	350,619
Administrative expenses	130,920	-	130,920
Total Deductions	2,197,702	7,786,755	9,984,457
Net Change	(1,621,669)	(6,562,654)	(8,184,323)
Net Assets Available for Benefits, Beginning of Year	14,259,447	(14,206,979)	52,468
Net Assets Available for Benefits, End of Year	$ 12,637,778	$ (20,769,633)	$ (8,131,855)

Note 1. Description of Plan

The following description of the Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust (Plan) provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

Highlight Technologies, Inc. (Company) established the Plan effective as of January 1, 2021. The Plan operates as a leveraged employee stock ownership plan (ESOP) and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (Code) and is subject to the applicable provisions of the *Employee Retirement Income Security Act of 1974*, as amended (ERISA). The Plan is administered by the Company's Board of Directors. An independent trust company is the Plan's Trustee.

On March 5, 2021, the Plan purchased 460,000 shares of the Company's common stock with a loan of $25,000,000 between the Plan and the Company. The Plan holds the common stock in a trust established under the Plan.

Unallocated and Allocated Shares

The borrowing is collateralized by the unallocated shares of common stock and is guaranteed by the Company. The lender has no rights against shares once they are allocated to participants in accordance with the terms of the ESOP. Accordingly, the financial statements of the Plan as of December 31, 2025 and 2024, and for the year ended December 31, 2025, present separately the assets and liabilities and changes therein pertaining to:

(A) The accounts of employees with vested rights in allocated common stock (Allocated), and

(B) Common stock not yet allocated to employees (Unallocated)

Eligibility

Employees of the Company are generally eligible to participate in the Plan after completing one year of service with at least 1,000 hours worked and attaining 21 years of age. Participants who do not have at least 1,000 hours of service during the plan year or are not employed on the last working day of a plan year are generally not eligible for an allocation of Company contributions for such year. Participants who terminate during the year due to normal retirement (age 65), disability, or death remain eligible for allocations of employer contributions and forfeitures for the plan year if they are credited with at least 1,000 hours of service, even if they are not employed on the last day of the plan year.

Employer Contributions

The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Employee contributions are not permitted.

Participant Accounts

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

Vesting

Participants become fully vested after six years of service, with partial vesting beginning in year two. Those employed at the time of normal retirement (age 65), disability, or death become fully vested.

Payment of Benefits

At a participant's retirement, disability, or death, distribution of his or her vested account balance begins no later than the end of the plan year following the event. At a participant's termination for any other reason, distribution of his or her vested account balance begins no later than the end of the plan year following the year in which the participant incurs a five-year break in service. If the participant's balance is less than $7,000, a distribution is made as soon as administratively feasible. Distributions of $7,000 or more are paid at normal retirement age. Each installment is the participant's vested balance of cash, noncompany investments, and the current fair market value of Company stock at the end of the plan year prior to the date of payment divided by the remaining number of installments. Distributions are paid in cash.

Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan if the shares are not publicly traded or if the shares are subject to trading limitations.

Forfeitures

Forfeited nonvested accounts are reallocated to eligible participants based on compensation. During 2025, $625,173 in cash was reallocated to eligible participants. There were no unallocated forfeitures at December 31, 2025 or 2024.

Voting Rights

Each participant is entitled to direct the voting of any voting shares of Company Stock allocated to their account with respect to any vote required for the approval or disapproval of any corporate merger or consolidation, recapitalization, reclassification, liquidation, dissolution, or sale of substantially all the assets of a trade or business. In accordance with instructions from the plan administrators, the trustee will vote any unallocated shares held by the trust as well as any allocated shares for which a participant has failed to give timely voting direction.

Put Option

Under Federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the fair market value of the stock. The Company can pay for the purchase in a lump sum distribution within 30 days or in substantially equal annual installments over a period not exceeding five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%. Based on the Plan Document, participants will not be eligible to diversify their account balances until after the December 31, 2030 plan year end.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (GAAP).

Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts of assets, liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates and assumptions.

Cash and Cash Equivalents

Cash and cash equivalents consist primarily of U.S. Treasury Bills and of cash in checking accounts, money market accounts and overnight investments.

Investment Valuation and Income Recognition

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. 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 depreciation includes the Plan’s losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded upon distribution.

Allocations

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

Administrative Expenses

The Plan’s administrative expenses are paid by either the Plan or the Company, as provided by the Plan Document. Certain administrative functions are performed by employees of the Company. No such employee receives compensation from the Plan.

Subsequent Events

The Plan has evaluated subsequent events through October 13, 2026, the date the financial statements were available to be issued.

Note 3. Administration of Plan Assets

The Trustee of the Plan holds the Plan's assets.

Company contributions are held and managed by the Trustee, which invests cash received, interest and dividend income and makes distributions to participants. The Trustee also administers the payment of interest and principal on the loan, which is reimbursed to the Trustee through contributions as determined by the Company.

Note 4. Fair Value Measurements

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. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. The hierarchy comprises three levels of inputs that may be used to measure fair value:

Level 1 Quoted prices in active markets for identical assets or liabilities

Level 2 Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities

Level 3 Unobservable inputs about which little or no market data exists, therefore requiring an entity to develop its own assumptions.

Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels.

The following is a description of the valuation methodologies used for assets measured at fair value at December 31, 2025 and 2024:

Employer Stock

The fair value of the Company's common stock is determined by an annual independent appraisal. This appraisal was based on a combination of the market and income valuation methods. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparable, and estimated fair value of Company assets and liabilities.

Cash and Cash Equivalents

Cash and cash equivalents consist primarily of U.S. Treasury bills, U.S. Treasury bonds, and cash in checking accounts, money market accounts and overnight investments. Due to their short-term nature and high liquidity, the carrying amounts of these instruments approximate their fair values.

Corporate Bonds

Corporate bonds are publicly traded investments and are valued at the closing price reported on the active market on which the bonds are traded when available. In the absence of sufficient market data, a structured, discounted cash flow model, an option adjusted model or a fundamental analysis is used to estimate fair value.

Government-Sponsored Bonds and Municipal Obligations

Government-sponsored bonds are debt securities issued by government-affiliated entities to finance public-purpose initiatives. They are typically valued using the present value of expected future cash flows, including interest and principal repayments.

Mortgage-Backed Securities

Mortgage-backed securities are generally valued using quoted prices for similar securities or pricing models that estimate the present value of expected principal and interest cash flows. These models incorporate observable market inputs, including market interest rates, yield curves, credit spreads, and assumptions regarding prepayment speeds.

Collateralized Mortgage Obligations

Collateralized mortgage obligations are structured investments backed by mortgage pools, divided into tranches to prioritize cash flows. They are typically valued using discounted cash flow models based on expected future principal and interest payments.

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

	December 31, 2025			
		Fair Value Measurements Using		
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Highlight Technologies, Inc. common stock	$ -	$ -	$ -	$ -
Interest-bearing cash and cash equivalents	2,666,333	2,666,333	-	-
Corporate bonds	582,418	-	582,418	-
Government-sponsored bonds	6,901,905	-	6,901,905	-
Mortgage-backed securities	645,679	-	645,679	-
Collateralized mortgage obligations	608,240	-	608,240	-
Municipal obligations	1,162,368	-	1,162,368	-
Investments at fair value	$ 12,566,943	$ 2,666,333	$ 9,900,610	$ -

	December 31, 2024			
		Fair Value Measurements Using		
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Highlight Technologies, Inc. common stock	$ 8,832,000	$ -	$ -	$ 8,832,000
Interest-bearing cash and cash equivalents	8,978,138	8,978,138	-	-
Corporate bonds	349,890	-	349,890	-
Government-sponsored bonds	1,547,500	-	1,547,500	-
Collateralized mortgage obligations	1,967,195	-	1,967,195	-
Investments at fair value	$ 21,674,723	$ 8,978,138	$ 3,864,585	$ 8,832,000

All Level 3 assets measured at fair value were measured on a recurring basis for the year ended December 31, 2025. There were no purchases of the Company's common stock and no issuances or transfers in and out of Level 3 assets for the year ended December 31, 2025. The decline in fair value of Company common stock is attributable entirely to an unrealized loss in the value of the stock as described in Note 12.

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

Note 5. Investments

The following tables present the Plan's investment in Highlight Technologies, Inc. common stock as of December 31:

	2025	
	Allocated	Unallocated
Number of shares	91,144	368,856
Cost	$ 4,953,499	$ 20,046,501
Estimated fair value	$ -	$ -

	2024	
	Allocated	Unallocated
Number of shares	72,701	387,299
Cost	$ 3,951,174	$ 21,048,826
Estimated fair value	$ 1,395,864	$ 7,436,136

Note 6. Loan Payable

In 2021, the Plan entered into a $25 million term loan agreement with the Company. The proceeds of the loan were used to purchase 460,000 shares of the Company's common stock. Unallocated shares are collateral for the loan. The agreement provides for the loan to be repaid over 25 years in annual principal and interest payments of $1,224,101. The loan bears a 1.62% interest rate.

Estimated future annual principal payments of the note payable are as follows at December 31, 2025:

2026	$ 887,633
2027	902,013
2028	916,625
2029	931,475
2030	946,565
Thereafter	16,185,322
	$ 20,769,633

Subsequent to year-end, in conjunction with the sale of the Company (Note 12), the loan payable was forgiven.

Note 7. Plan Termination

The Company reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the trustee will be directed to pay all liabilities and expenses of the trust fund. As described in Note 12, subsequent to year end, the Plan was amended to terminate the Plan.

Note 8. Related-Party and 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 invests in Company common stock and has indebtedness guaranteed by the Company. The Plan has a number of service providers. Such providers are parties-in-interest under ERISA. Fees for trust and management services paid by the Plan to the Trustee were $70,404 for the year ended December 31, 2025. Individually nonmaterial expenses paid to parties-in-interest aggregated $60,417 for the year ended December 31, 2025.

The Company provides certain administrative services at no cost to the Plan.

Note 9. Tax Status

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated September 14, 2021, stating that the Plan and related trust, as then designed, were in compliance with the applicable requirements of the Internal Revenue Code and therefore not subject to tax. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, they believe that the Plan was qualified, and the related trust was tax-exempt as of the financial statement date.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 10. Risks and Uncertainties

The Plan primarily invests in Company common stock and other investments, which are exposed to various risks, such as interest rate, market and credit risks as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with such investment securities and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risk in the near term could materially affect the participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

Note 11. Terminated Participants

Amounts allocated to terminated participants with vested balances in the Plan, and which were still included in net assets available for benefits at December 31, 2025 and 2024, were $6,084,446 and $2,800,193, respectively.

Note 12. Decline in Fair Value and Termination of the Plan

As a result of declining operating performance, an independent valuation specialist determined that the fair value of the Company's common stock was $0 as of December 31, 2025. Effective July 6, 2026, the Plan sold its 100% ownership interest in the Company to Empower AI, Inc. The proceeds from the sale were used to satisfy the Company's obligations to its lenders, and no proceeds were remitted to the Plan. In connection with the sale, the Plan was amended, effective July 6, 2026, to terminate the Plan. Upon termination, all participant account balances became fully vested and nonforfeitable. The amendment directs the Trustee to make an initial lump-sum distribution to each participant equal to 90% of the participant's account balance, with the remaining amounts to be distributed following receipt of a final determination letter from the IRS.

Supplemental Schedule

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
EIN 26-1329304 PN 002
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lesser or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Employer Stock			
*	Highlight Technologies, Inc.	460,000 shares, common stock	$ 25,000,000	$ -
	Cash and Cash Equivalents			
	U.S. Department of the Treasury	United States Treasury Bills DTD	1,774,325	1,780,763
	Fidelity Investments	Fidelity Treasury Portfolio I	864,995	864,995
*	Argent Trust	Interest-bearing cash	20,526	20,575
	Total Cash and Cash Equivalents		2,659,846	2,666,333
	Corporate Bonds			
	Caterpillar Financial Services	MTN Series K, 5.05%, matures February 27, 2026	60,140	60,088
	Century Housing Corporation	Senior notes, 4.40%, matures September 15, 2026	75,000	75,091
	DTE Electric Company	Senior secured note, 1.90%, matures April 1, 2028	57,484	57,527
	John Deere Capital Corp.	Senior unsecured note, 4.50%, matures January 8, 2027	100,920	100,766
	Morgan Stanley Bank, N.A.	Senior floating-rate note, 4.315%, matures October 15, 2027	100,000	100,203
	NSTAR Electric Company	Senior unsecured debenture, 3.20%, matures May 15, 2027	29,696	29,720
	Charles Schwab Corporation	Senior global note, 0.90%, matures March 11, 2026	34,722	34,801
	TD SYNNEX Corporation	Senior notes, 1.75%, matures August 9, 2026	47,790	49,256
	Virginia Electric & Power Company	Senior global note, 3.15%, matures January 15, 2026	74,651	74,966
	Total Corporate Bonds		580,403	582,418
	Government Sponsored Bonds			
	Federal Home Loan Bank	U.S. Government issued bonds, maturities through November 17, 2032	1,240,588	1,241,782
	Federal Farm Credit Banks	U.S. Government issued bonds, maturities through October 14, 2032	3,324,419	3,323,312
	U.S. Department of the Treasury	U.S. Government issued bonds, maturities through May 15, 2027	148,334	149,053
	Fannie Mae	U.S. Government issued bonds, maturities through January 23, 2030	90,050	90,039
	Freddie Mac	U.S. Government issued bonds, maturities through August 7, 2030	2,095,183	2,097,719
	Total Government Sponsored Bonds		6,898,574	6,901,905
	Mortgage-Backed Securities			
	Fannie Mae	UMBS Pool #AK7377, 3.00%, matures March 1, 2027	33,279	33,331
	Fannie Mae	MBS Pool #AN2009, 2.70%, matures July 1, 2026	34,937	34,989
	Fannie Mae	Pool #AN3549, 2.365%, matures December 1, 2026	59,055	59,162
	Fannie Mae	Balloon Multi 7 Pool #AN2855, 2.22%, matures September 1, 2026	121,934	123,414
	Fannie Mae	Balloon Multi 7 Pool #AN5499, 3.09%, matures May 1, 2027	16,332	16,537
	Fannie Mae	Pool #AN9155, 3.35%, matures May 1, 2028	62,174	62,572
	Fannie Mae	Balloon Multi Pool #BL2856, 2.78%, matures June 1, 2026	18,847	18,941
	Fannie Mae	Balloon Multi 7 Pool #BL5005, 2.41%, matures November 1, 2026	78,339	78,528
	Fannie Mae	Balloon Multi 7 Pool #BS2760, 1.10%, matures September 1, 2026	88,569	89,247
	Fannie Mae	Pool #MA3220, 2.50%, matures December 1, 2027	116,949	117,084
	Ginnie Mae	Pool #AB2764X, 2.50%, matures August 15, 2027	11,841	11,874
	Total Mortgage-Backed Securities		642,256	645,679
	Collateralized Mortgage Obligations			
	American Heritage Auto Receivables Trust	Series 2024-1 Class A-2, 4.83%, matures March 15, 2028	74,673	74,833
	Ameri Automobile Receivables Trust	Series 2023-1 CMO, 5.62%, matures November 18, 2027	24,427	24,410
	FRESB 2017-SB28 Mortgage Trust	CMO, 3.16%, matures January 25, 2027	27,824	27,929
	FRESB Mortgage Trust	Series 2021-SB83 Class A-5F, 0.63%, matures January 25, 2026	1,084	1,089
	FNMA REMIC Trust 2013-13	CMO, 2.00%, matures March 25, 2032	109,659	110,386
	FNMA REMIC Trust Series 2013-137	Class V, 3.50%, matures October 25, 2028	115,479	116,126
	FHLMC REMIC Series K-IR4	Class A-1, 2.446%, matures March 25, 2026	47,262	47,430
	FHLMC CMO	2.896%, matures April 25, 2026	28,282	28,321
	FHLMC REMIC Series K-735	Class A-2, 2.862%, matures May 25, 2026	79,786	80,072
	Federal Home Loan Mortgage Corp. REMIC	Series K-C07, 2.512%, matures October 25, 2026	20,402	20,643
	FHLMC REMIC Series K-F83	Class AL, 4.06615%, matures June 25, 2030	18,560	18,549
	GM Financial Consumer Auto Receivables Trust	Series 2022-4 Class A-3, 4.82%, matures August 16, 2027	28,683	28,707
	Toyota Auto Receivables Owner Trust	Series 2022-C Class A-3, 3.76%, matures April 15, 2027	29,573	29,745
	Total Collateralized Mortgage Obligations		605,694	608,240

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
EIN 26-1329304 PN 002
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2025

(a)	(b) Identity of Issuer, Borrower, Lesser or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Municipal Obligations			
	Athens GA Housing Authority	Taxable refunding revenue bonds, 3.55%, matures June 15, 2026	$ 109,635	$ 109,769
	California State University Systemwide	Taxable systemwide bonds, 2.538%, matures November 1, 2026	74,021	74,345
	Clear Creek TX Independent School District	Unlimited tax refunding bonds, 3.70%, matures February 15, 2026	69,834	69,987
	El Dorado Irrigation District CA	Taxable refunding bonds, 1.487%, matures March 1, 2026	19,814	19,925
	Greater Johnstown PA Water Authority	Taxable water revenue bonds, 3.135%, matures July 1, 2026	49,540	49,903
	Harrison NJ	Taxable GO refunding bonds, 2.386%, matures April 15, 2026	59,512	59,746
	Hoffman Estates IL	Taxable GO refunding bonds, 4.375%, matures December 1, 2026	10,000	10,006
	Kansas State Development Finance Authority	Taxable bonds, 3.941%, matures April 15, 2026	80,000	80,049
	Lavaca-Navidad River Authority TX	Refunding bonds, 3.85%, matures August 1, 2026	64,893	65,005
	Lenape NJ Regional High School District	Taxable refunding bonds, 1.407%, matures March 15, 2026	19,669	19,907
	Lexington County SC	Taxable GO refunding bonds, 1.10%, matures February 1, 2026	99,320	99,792
	Massachusetts Special Obligation Revenue	Taxable bonds, 3.67%, matures January 15, 2026	99,970	99,998
	New Jersey Housing & Mortgage Finance Agency	Taxable bonds, 3.822%, matures May 1, 2026	49,862	49,982
	Philadelphia PA	Taxable GO refunding bonds, 1.092%, matures July 15, 2026	34,324	34,516
	Prince George's County MD	Taxable public improvement refunding bonds, 1.186%, matures September 15, 2026	39,256	39,330
	Rhode Island Housing & Mortgage Finance Corp.	Homeownership opportunity bonds, 1.00%, matures April 1, 2026	49,269	49,673
	Richland County SC School District #002	GO bonds, 4.875%, matures September 1, 2027	15,000	15,005
	San Diego CA Public Facilities Financing Authority	Tax refunding bonds, 3.714%, matures October 15, 2026	90,028	90,041
	Sapulpa OK Municipal Authority	Taxable utility revenue refunding bonds, 1.512%, matures April 1, 2026	9,828	9,945
	Texas Tech University Revenue Finance System	Taxable refunding improvement bonds, 4.52%, matures February 15, 2026	10,011	10,009
	University of Nebraska Facilities Corp.	Revenue bonds, 4.00%, matures February 15, 2026	24,995	25,006
	Wisconsin General Fund	Taxable appropriation bonds, 5.70%, matures May 1, 2026	60,391	60,387
	Wisconsin General Fund	Taxable annual appropriation refunding bonds, 4.363%, matures May 1, 2026	20,031	20,042
	Total Municipal Obligations		1,159,203	1,162,368
	Total Investments at Fair Value		$ 37,545,976	$ 12,566,943

* Party-in-interest.

Highlight Technologies, Inc. Employee Stock Ownership Plan and Trust
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	FHLMC CMO	2.896%, matures April 25, 2026	28,282	28,321
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	Federal Home Loan Mortgage Corp. REMIC	Series K-C07, 2.512%, matures October 25, 2026	20,402	20,643
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	Clear Creek TX Independent School District	Unlimited tax refunding bonds, 3.70%, matures February 15, 2026	69,834	69,987
	El Dorado Irrigation District CA	Taxable refunding bonds, 1.487%, matures March 1, 2026	19,814	19,925
	Greater Johnstown PA Water Authority	Taxable water revenue bonds, 3.135%, matures July 1, 2026	49,540	49,903
	Harrison NJ	Taxable GO refunding bonds, 2.386%, matures April 15, 2026	59,512	59,746
	Hoffman Estates IL	Taxable GO refunding bonds, 4.375%, matures December 1, 2026	10,000	10,006
	Kansas State Development Finance Authority	Taxable bonds, 3.941%, matures April 15, 2026	80,000	80,049
	Lavaca-Navidad River Authority TX	Refunding bonds, 3.85%, matures August 1, 2026	64,893	65,005
	Lenape NJ Regional High School District	Taxable refunding bonds, 1.407%, matures March 15, 2026	19,669	19,907
	Lexington County SC	Taxable GO refunding bonds, 1.10%, matures February 1, 2026	99,320	99,792
	Massachusetts Special Obligation Revenue	Taxable bonds, 3.67%, matures January 15, 2026	99,970	99,998
	New Jersey Housing & Mortgage Finance Agency	Taxable bonds, 3.822%, matures May 1, 2026	49,862	49,982
	Philadelphia PA	Taxable GO refunding bonds, 1.092%, matures July 15, 2026	34,324	34,516
	Prince George's County MD	Taxable public improvement refunding bonds, 1.186%, matures September 15, 2026	39,256	39,330
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	University of Nebraska Facilities Corp.	Revenue bonds, 4.00%, matures February 15, 2026	24,995	25,006
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	Wisconsin General Fund	Taxable annual appropriation refunding bonds, 4.363%, matures May 1, 2026	20,031	20,042
	Total Municipal Obligations		1,159,203	1,162,368
	Total Investments at Fair Value		$ 37,545,976	$ 12,566,943

* Party-in-interest.