Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
ARCTIQ 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1990

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)

ARCTIQ US, INC.
ARCTIQ

5241 CALIFORNIA AVENUE
SUITE 150
IRVINE, CA 92617

2b Employer Identification Number (EIN)
13-4067484

2c Plan Sponsor's telephone number
949-271-6700

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	MICHELLE FAUTSCH
	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 DYNTEK, INC.

c Plan Name ARCTIQ 401(K) PLAN

4b EIN 95-4228470

4d PN 001

5	Total number of participants at the beginning of the plan year	**5**	249
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)**	154
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	189
b	Retired or separated participants receiving benefits	**6b**	3
c	Other retired or separated participants entitled to future benefits	**6c**	97
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	289
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	289
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)**	203
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)**	216
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	16
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:

2F 2G 2J 2K 2T 3H 2E 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) [X] **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
ARCTIQ 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
13-4067484

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)

INTEGRATED WEALTH CONCEPTS LLC

81-3433658

(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 61	ADVISOR	35764	Yes [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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?
37 60 64 65	RECORDKEEPER	23196	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
INTEGRATED WEALTH CONCEPTS LLC	61	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVS DEVELOP MKT Y - INVESCO DISTR 11 GREENWAY PLAZA, SUITE 1000 HOUSTON, TX 77046	$5M+=0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BLKRK BALANCED INST - BNY MELLON I 500 ROSS STREET 15253-4426 PITTSBURGH, PA 53442	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BLKRK TECH OP I - BNY MELLON INVES 500 ROSS STREET 15253-4426 PITTSBURGH, PA 53442	0.25%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
BNYM INST S&P500 I - BNY MELLON TR DREYFUS TRANSFER INC 200 PARK AVENUE NEW YORK, NY 10166	0.15%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
COL SM CAP INDEX I2 - COLUMBIA MAN 225 FRANKLIN STREET, BOSTON KANSAS CITY, MA 02110	0.10%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
EV FLOATING RATE I - BNY MELLON IN 500 ROSS STREET 15253-4426 PITTSBURGH, PA 53442	0.15%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FH MDT SM CAP GRTH I - SS&C GIDS, 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.35%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FKLN RISING DIVS A - FRANKLIN TEMP 94-3167260	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
FKLN RISING DIVS ADV - FRANKLIN TE 94-3167260	0.25%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
GS INTL SM CP INS I - GOLDMAN SACH 13-5108880	0.10%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
HTFD CORE EQUITY R5 - HARTFORD ADM 41-0679409	0.10%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INVS DEVELOP MKT Y - INVESCO INVES 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
JH DSCPL VAL MDCP I - JOHN HANCOCK 01-0233346	0.10%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
LS GLOBAL ALLOC Y - SS&C GLOBAL IN	2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
LS LT GOVT & AGCY Y - SS&C GLOBAL	2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.20%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MFS GROWTH ALLOC R4 - MFS SERVICE 04-2865649	0.15%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MFS INTL DIVRSN R4 - MFS SERVICE C 04-2865649	0.15%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PIF MIDCAP FUND R5 - PRINCIPAL SHA 711 HIGH STREET DES MOINES, IA 50392	0.25%

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PUTNAM STABLE VALUE ONE POST OFFICE SQUARE BOSTON, MA 02109	0.25%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
ARCTIQ 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
ARCTIQ US, INC.

D Employer Identification Number (EIN)
13-4067484

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2005 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289829-001	C	0

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2045 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289837-001	C	2753030

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2055 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289839-001	C	1379406

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2025 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289833-001	C	1209526

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2020 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289832-001	C	250896

a Name of MTIA, CCT, PSA, or 103-12 IE: WT TRP RET 2060 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289840-001	C	380952

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2015 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
38-7289831-001	C	195826

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2050 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289838-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1082929

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2065 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289841-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 102262

a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM STABLE VALUE

b Name of sponsor of entity listed in (a): PUTNAM FIDUCIARY TRUST COMPANY

c EIN-PN 04-3159710-202	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 275569

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2010 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289830-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 75128

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2030 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289834-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1639920

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2035 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289835-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2682588

a Name of MTIA, CCT, PSA, or 103-12 IE: GG TRP RET 2040 R1

b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY, LLC

c EIN-PN 38-7289836-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2612707

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
ARCTIQ 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
13-4067484

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)	61429	0
(2) Participant contributions	1b(2)	0	6677
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	362064	483621
(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)	308653	253870
(9) Value of interest in common/collective trusts	1c(9)	12455884	14640739
(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)	10369327	11786097
(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	23557357	27171004
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	23557357	27171004

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)	359784	
(B) Participants	2a(1)(B)	1942335	
(C) Others (including rollovers)	2a(1)(C)	415800	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2717919
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	17987	
(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)	22152	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		40139
(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)	1378802	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1378802
(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)		2041876
(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)		206591
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		6385327
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2709513	
(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)		2709513
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	300	
(3) Recordkeeping fees	2i(3)	22896	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	38971	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		62167
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2771680
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3613647
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: HASKELL & WHITE LLP **(2)** EIN: 33-0310569

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		7682
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		2000000
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
ARCTIQ 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
13-4067484

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 .

Financial Statements and Supplemental Schedules
(with Independent Auditors' Report Thereon)

ARCTIQ

Arctiq 401(k) Plan

As of December 31, 2025 ***and 2024*** *and*
For the Year Ended December 31, 2025

ARCTIQ 401(k) PLAN

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Other schedules are omitted because they are not applicable or are not required disclosures under the Employee Retirement Income Security Act of 1974 and regulations issued by the Department of Labor.

INDEPENDENT AUDITORS' REPORT

To the Plan Administrators
Arctiq 401(k) Plan

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

We have performed an audit of the accompanying financial statements of Arctiq 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"). 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 (the "financial statements").

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

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

Opinion

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

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

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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 *Auditors' 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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 the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' 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 auditors' 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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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.

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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Haskell & White LLP

HASKELL & WHITE LLP

Irvine, California
October 14, 2026

ARCTIQ 401(k) PLAN

Statements of Net Assets Available for Benefits
As of December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value (Notes 3 and 4):		
Money market fund	**$ 483,621**	$ 362,064
Mutual funds	**11,786,097**	10,369,327
Common/collective trust funds	**14,640,739**	12,455,884
Total investments	**26,910,457**	23,187,275
Receivables:		
Notes receivable from participants	**253,870**	308,653
Participant contributions	**6,677**	-
Employer contributions	**-**	61,429
Total receivables	**260,547**	370,082
Net assets available for benefits	**$ 27,171,004**	$ 23,557,357

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets		
Contributions:		
Participants	$	1,942,335
Employer		359,784
Rollover		415,800
Total contributions		2,717,919
Interest income on notes receivable from participants		22,152
Investment income:		
Interest and dividends		1,396,789
Net appreciation in fair value of investments		2,248,467
Total investment gain		3,645,256
Total additions to net assets		6,385,327
Deductions from net assets		
Benefits paid to participants		2,709,513
Administrative expenses		62,167
Total deductions from net assets		2,771,680
Net increase in net assets		3,613,647
Net assets available for benefits, beginning of year		23,557,357
Net assets available for benefits, end of year	$	27,171,004

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Notes to Financial Statements
December 31, 2025 and 2024

1. Description of Plan

The following description of the Arctiq 401(k) Plan (the "Plan"), formerly DynTek, Inc. 401(k) 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, as amended, is a defined contribution and profit-sharing plan covering all employees of Arctiq (the "Company"), except for residents of Puerto Rico, with a minimum age of 21 and a minimum service requirement of 1,000 hours for part-time employees. The Plan went into effect January 1, 1990, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Administration

Arctiq is the sponsor of the Plan. The Company's Director of Human Resources is the Plan Administrators and is responsible for the day-to-day administration and operation of the Plan.

Effective January 1, 2012, the Plan appointed Fidelity Management Trust Company ("Fidelity") as trustee and asset custodian (the "Trustee"). The Trustee holds, administers and distributes the funds of the Plan in accordance with the provisions of the Plan and instructions of Plan management or its designees. The Plan has also engaged Fidelity Workplace Services LLC to provide recordkeeping and administrative services to the Plan.

Participant Contributions

Each year, participants may elect to contribute up to 100% of their compensation to the Plan, not to exceed limits established by the Internal Revenue Code (the "Code") ($23,500 in 2025). Participants may also contribute amounts representing distributions from other qualified plans (e.g., rollover contributions). Participants who have attained age 50 prior to the end of a plan year are eligible to make pre-tax catch-up contributions to the Plan. The catch-up contribution limit was $7,500 for participants age 50-59 and age 64 and older, and $11,250 for participants age 60-63, for the year ended December 31, 2025. Such contributions are excluded from the participant's taxable income for federal income tax purposes until received as a withdrawal or distribution from the Plan.

1. Description of Plan (continued)

Employer Contributions

The Company may make discretionary matching contributions to the Plan as determined by management based on a percentage of employee salary deferrals. Effective January 1, 2025, matching contributions are calculated and funded on a periodic basis per pay period, replacing the previous quarterly contribution schedule. For the year ended December 31, 2025, management approved a discretionary matching contribution equal to 100% of the first 2% of eligible participant compensation deferred per pay period. Special discretionary profit-sharing contributions may also be made at management's discretion. No profit-sharing contributions were made during the year ended December 31, 2025. All contributions are subject to statutory limitations established by the Internal Revenue Code.

Participant Accounts

A separate account is maintained for each participant and is credited with the participant's contributions, the Company's contributions, and investment earnings and losses, net of certain investment management fees. Participants may direct the investment of their account in any combination of investment funds offered by the Plan. The Company's matching contribution is allocated among the funds within each participant account in the same manner as the employee's contributions. Investment income is allocated daily among eligible participants in the ratio which the dollar value of the respective participant's interest in the specific investment bears to the dollar value of all participants' interests in that investment. A participant is entitled to the vested benefit provided from their account.

Investment Options

Investments in the Plan consist primarily of interests in registered investment companies (Note 4). Upon enrollment in the Plan, participants may direct employer and participant contributions in increments of 1% in any of the investment options offered under the Plan. Participants may change their investment options at any time.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. The employer matching contributions and discretionary profit-sharing vest at a rate of 50% per year beginning in the first year of participation. A participant is 100% vested after two years of credited service.

1. Description of Plan (continued)

Notes Receivable from Participants

Participants may borrow from their accounts up to a maximum equal to the lesser of $50,000 or fifty percent of their account balance. Loan terms range from one to five years, or longer for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan Administrator. Principal and interest are paid ratably through monthly payroll deductions.

Payment of Benefits

Upon retirement, death, disability, or other termination of employment, a participant may elect to receive a lump-sum payment, make partial withdrawals, or rollover the balance in their account to an eligible retirement plan, equal to the participant's vested interest in his or her account. Distributions may be made as soon as administratively feasible following termination of employment. If, upon termination, the participant has not elected to receive or rollover his or her balance and, if the vested account balance does not exceed $5,000, the Trustee will follow the Plan's provisions for mandatory distribution.

Hardship Withdrawals

Participants may receive hardship withdrawals against the employee deferral portion of their account (excluding any earnings allocated thereto) for specified financial needs, such as unreimbursed medical expenses, the purchase of a principal residence, to prevent eviction or foreclosure on their personal residence, or to pay for post-secondary education expenses.

Forfeited Accounts

Forfeited non-vested amounts are available for use in the plan year following the forfeiture and may be used to reduce employer contributions or pay plan expenses. The Plan used $20,859 forfeitures to reduce employer contributions in 2025. At December 31, 2025 and 2024, forfeited non-vested amounts totaled $29,897 and $1,519, respectively.

1. Description of Plan (continued)

Income Tax Status

Effective November 12, 2021, the Plan adopted the Pre-Approved Defined Contribution Plan (Profit Sharing/401(k) Plan) through Fidelity, which received a favorable opinion letter from the Internal Revenue Service (the "IRS") dated June 30, 2020. Although the Plan has been amended since the issuance of the determination letter, the Plan Administrators believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code and is therefore exempt from income taxes. Accordingly, no provision for income taxes has been included in the Plan's financial statements.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements are prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting periods. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value (Note 4) in the accompanying Statements of Net Assets Available for Benefits.

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.

The Plan presents in the Statement of Changes in Net Assets Available for Benefits the net appreciation/depreciation in the fair value of its investments, which consists of net realized and unrealized gains and losses.

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at the unpaid principal amount plus any accrued but unpaid interest. Interest income is recognized on the accrual basis and no allowances for expected credit losses were required as of December 31, 2025 **and 2024**. Delinquent participant loans are reclassified as distributions ("Deemed Distributions") pursuant to the provisions of the Plan document. During the year ended December 31, 2025, there were no Deemed Distributions.

Concentration of Credit Risk

The Plan's investments include registered investment company mutual funds that represent obligations by the counterparties to meet the terms of the financial instruments. Should one or more of the counterparties defaults, the Plan might lose amounts up to the recorded carrying value of the related instruments.

The Plan provides for various investment options in any combination of fixed income securities, mutual funds and other investment securities. These investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits and the Statement of Changes in Net Assets Available for Benefits.

Contributions

Participant contributions are recorded by the Plan in the year withheld from participant earnings. Contributions to the Plan by the Company are recorded in the year which they become obligations of the Company.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses of the Plan may be paid from Plan assets; however, the Company pays for expenses such as administration and periodic financial reporting fees (Note 5). The Plan's fee structure is advisory fee-based to increase visibility of investment management fees and transaction costs to Plan participants. Such expenses are recorded as Administrative Expenses in the Statement of Changes in Net Assets Available for Benefits.

2. Summary of Significant Accounting Policies (continued)

Income Taxes

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrators have analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2025 **and 2024**, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

3. Summary of Investment Data Certified by the Plan Trustee

The Plan's investments were held by Fidelity at December 31, 2025 **and 2024** and the following investment information was certified to be complete and accurate within the meaning of 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA:

- Interest and dividend income from investments and net appreciation in the fair value of investments reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Interest income on notes receivable from participants reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Investments at fair value and notes receivable from participants reflected on the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 **and 2024**.

4. Fair Value

GAAP establishes a framework for measuring fair value and defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date.

GAAP also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The asset's 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. The three levels of inputs that may be used to measure fair value are:

4. Fair Value (continued)

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

Level 2: Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; 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 that are supported by little or no market activity and that are financial instruments whose values are determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant judgment or estimation.

The following is a description of the valuation methodologies used for assets measured at fair value:

Money market fund: The money market account is a public investment vehicle valued using $1 for the net asset value ("NAV").

Mutual funds: Such investments are valued at the daily closing price as reported by the respective fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust: The Plan's indirect investment in the common/collective trust is valued at the net unit value ("NUV") of units held by the Plan at year-end based on information reported in the common/collective trust's audited financial statements at year-end.

The NUV is determined by the total contract value of fund assets divided by the total number of outstanding units of the fund. The Plan uses a practical expedient permitting a reporting entity to measure the fair value of certain investments using the NAV per share (or its equivalent) of the investment. Because the Plan has an indirect investment in the contracts held by the common/collective trust, they are not considered fully benefit responsive.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values.

4. Fair Value (continued)

Furthermore, while 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. There have been no changes in the valuation methodologies used during the year ended December 31, 2025.

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

	December 31, 2025			
	Level 1	Level 2	Level 3	Total
Money market	$ 483,621	$ -	$ -	$ 483,621
Mutual funds:				
Bond/fixed income	262,242	-	-	262,242
Large growth/value/blend	4,750,594	-	-	4,750,594
Real estate	294,746	-	-	294,746
Mid-cap growth/value/blend	2,230,967	-	-	2,230,967
Small growth/value/blend	972,680	-	-	972,680
International	766,568	-	-	766,568
Sector	2,508,300	-	-	2,508,300
	$ 12,269,718	$ -	$ -	$ 12,269,718
Common/collective trust				14,640,739
Total investments at fair value				$ 26,910,457

	December 31, 2024			
	Level 1	Level 2	Level 3	Total
Money market	$ 362,064	$ -	$ -	$ 362,064
Mutual funds:				
Bond/fixed income	128,310	-	-	128,310
Large growth/value/blend	3,712,251	-	-	3,712,251
Real estate	284,249	-	-	284,249
Mid-cap growth/value/blend	2,224,010	-	-	2,224,010
Small growth/value/blend	1,217,818	-	-	1,217,818
International	87,418	-	-	87,418
Sector	2,715,271	-	-	2,715,271
	$ 10,731,391	$ -	$ -	$ 10,731,391
Common/collective trust				12,455,884
Total investments at fair value				$ 23,187,275

4. Fair Value (continued)

Certain investments that are measured at fair value using the NAV per share practical expedient have not been classified in the fair value hierarchy.

The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

5. Party-in-Interest Transactions

The Plan allows for transactions with certain parties who may perform services or have fiduciary responsibilities to the Plan. The following transactions qualify as party-in-interest transactions for which a statutory exemption exists:

- Certain Plan investments are managed by the Asset Custodian.
- The Plan issues notes receivable to participants, which are secured by the balances in the participants' accounts.
- The Company paid certain administrative expenses of the Plan, totaling $16,750 during 2025.

6. Prohibited Transactions

Employee contributions withheld during the years ended December 31, 2025 and 2024 of $6,677 and $1,005, respectively, were not remitted to the Plan within what was considered to be a reasonable period of time. Lost earnings of $81 related to the 2024 delinquent contributions were remitted to the Plan in October 2025. As of December 31, 2025, late contributions of $6,677 are included in participant contributions receivable in the accompanying statement of net assets available for benefits. Of this amount, $846 of principal and related lost earnings of $91 were remitted to the Plan in August 2026. The remaining $5,831 of principal and related lost earnings of $700 were remitted to the Plan in October 2026. These delinquent contributions are considered nonexempt prohibited transactions under Department of Labor regulations, and the Plan and/or the Plan Sponsor may be subject to fines, penalties and interest.

7. Plan Termination

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

8. Subsequent Events

The Plan administrator has evaluated subsequent events through October 14, 2026, the date the financial statements were available to be issued, noting the following events that require disclosure:

On February 4, 2026, the Company acquired Verinext Corp., a provider of IT services and solutions specializing in data engineering, enterprise security, hybrid cloud infrastructure, and modern workspace management. The Verinext Corp. 401(k) Retirement Plan is expected to merge into the Arctiq 401(k) Plan on or about January 1, 2027.

On March 1, 2026, the Company acquired Shadow-Soft, LLC, an enterprise technology consulting and systems integration firm that specializes in cloud-native platforms, open-source automation, and system observability. The Shadow-Soft, LLC 401(k) Plan merged into the Arctiq 401(k) plan on July 1, 2026, which resulted in $3,103,009 of assets that transferred into the Plan on that date.

SUPPLEMENTAL SCHEDULES

ARCTIQ 401(K) PLAN

Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions
For the Year Ended December 31, 2025
Plan #001 EIN #95-4228470

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
$ 7,682				$ -
Check here if Late Participant Loan Repayments are included ☐	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	$ 6,677	$ 1,005	$ -	

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BNY Mellon	BNYM INST S&P500 I	**	$ 3,326,300
	T. Rowe Price	GG TRP RET 2045 R1	**	2,753,030
	T. Rowe Price	GG TRP RET 2035 R1	**	2,682,588
	T. Rowe Price	GG TRP RET 2040 R1	**	2,612,707
	Principal Funds	PIF MIDCAP FUND R5	**	1,675,612
	T. Rowe Price	GG TRP RET 2030 R1	**	1,639,920
	T. Rowe Price	GG TRP RET 2055 R1	**	1,379,406
	BlackRock	BLKRK TECH OP I	**	1,370,111
	T. Rowe Price	GG TRP RET 2025 R1	**	1,209,526
	T. Rowe Price	GG TRP RET 2050 R1	**	1,082,929
	Hartford	HTFD CORE EQUITY R5	**	960,543
	Invesco	INVS GOLD SPL MIN R6	**	937,236
*	Fidelity Investments	FID GOVT MMKT	**	483,621
	Principal Funds	PIF MDCP S&P400 R6	**	443,625
	American Century	AC GLOBAL SM CP R6	**	435,365
	Columbia	COL SM CAP INDEX I2	**	424,394
	Federated Hermes	FH MDT SM CAP GRTH I	**	400,669
	T. Rowe Price	WT TRP RET 2060 R1	**	380,952
	Columbia	COL DIVIDEND INC I3	**	371,488
	Prudential	PGIM US REAL EST R6	**	294,746
	Putnam Investments	PUTNAM STABLE VALUE	**	275,569
	T. Rowe Price	GG TRP RET 2020 R1	**	250,896
	T. Rowe Price	GG TRP RET 2015 R1	**	195,826
*	Fidelity Investments	FA ENERGY I	**	177,299
	American Funds	AF NEW WORLD R6	**	151,139
	JPMorgan	JPM CORE BOND R6	**	150,653
	Victory	VI SM-CAP VAL R6	**	147,616
	MFS Investments	MFS INTL DIVRSN R4	**	130,145
	John Hancock	JH DSCPL VAL MDCP I	**	111,730
	T. Rowe Price	GG TRP RET 2065 R1	**	102,262
*	Fidelity Investments	FA STRAT DIV INC I	**	92,264
	T. Rowe Price	GG TRP RET 2010 R1	**	75,128

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) (continued)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Goldman Sachs	GS INTL SM CP INS I	**	49,687
	PIMCO	PIM EM MKTS BD INST	**	37,957
	Loomis Sayles	LS LT GOVT & AGCY Y	**	35,251
	Hartford	HTFD STRAT INC R6	**	25,715
	BlackRock	BLKRK BALANCED INST	**	23,654
	Pacific Investment	PIM REAL RETURN INST	**	7,818
	T. Rowe Price	TRP INSTL FLOAT RATE	**	4,849
	Loomis Sayles	LS GLOBAL ALLOC Y	**	231
*	Participant loans	Interest rates ranging from 3.25% to 9.50%, maturing through 2030	-	253,870
				$ 27,164,327

* *Party-in-interest to the Plan for which a statutory exemption exists.*

** *Information is not required as investments are participant directed.*

See accompanying independent auditors' report.

Financial Statements and Supplemental Schedules
(with Independent Auditors' Report Thereon)

ARCTIQ

Arctiq 401(k) Plan

As of December 31, 2025 ***and 2024*** *and*
For the Year Ended December 31, 2025

ARCTIQ 401(k) PLAN

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Other schedules are omitted because they are not applicable or are not required disclosures under the Employee Retirement Income Security Act of 1974 and regulations issued by the Department of Labor.

INDEPENDENT AUDITORS' REPORT

To the Plan Administrators
Arctiq 401(k) Plan

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

We have performed an audit of the accompanying financial statements of Arctiq 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"). 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 (the "financial statements").

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

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

Opinion

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

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

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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 *Auditors' 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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 the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' 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 auditors' 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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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.

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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Haskell & White LLP

HASKELL & WHITE LLP

Irvine, California
October 14, 2026

ARCTIQ 401(k) PLAN

Statements of Net Assets Available for Benefits
As of December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value (Notes 3 and 4):		
Money market fund	**$ 483,621**	$ 362,064
Mutual funds	**11,786,097**	10,369,327
Common/collective trust funds	**14,640,739**	12,455,884
Total investments	**26,910,457**	23,187,275
Receivables:		
Notes receivable from participants	**253,870**	308,653
Participant contributions	**6,677**	-
Employer contributions	**-**	61,429
Total receivables	**260,547**	370,082
Net assets available for benefits	**$ 27,171,004**	$ 23,557,357

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets		
Contributions:		
Participants	$	1,942,335
Employer		359,784
Rollover		415,800
Total contributions		2,717,919
Interest income on notes receivable from participants		22,152
Investment income:		
Interest and dividends		1,396,789
Net appreciation in fair value of investments		2,248,467
Total investment gain		3,645,256
Total additions to net assets		6,385,327
Deductions from net assets		
Benefits paid to participants		2,709,513
Administrative expenses		62,167
Total deductions from net assets		2,771,680
Net increase in net assets		3,613,647
Net assets available for benefits, beginning of year		23,557,357
Net assets available for benefits, end of year	$	27,171,004

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Notes to Financial Statements
December 31, 2025 and 2024

1. Description of Plan

The following description of the Arctiq 401(k) Plan (the "Plan"), formerly DynTek, Inc. 401(k) 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, as amended, is a defined contribution and profit-sharing plan covering all employees of Arctiq (the "Company"), except for residents of Puerto Rico, with a minimum age of 21 and a minimum service requirement of 1,000 hours for part-time employees. The Plan went into effect January 1, 1990, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Administration

Arctiq is the sponsor of the Plan. The Company's Director of Human Resources is the Plan Administrators and is responsible for the day-to-day administration and operation of the Plan.

Effective January 1, 2012, the Plan appointed Fidelity Management Trust Company ("Fidelity") as trustee and asset custodian (the "Trustee"). The Trustee holds, administers and distributes the funds of the Plan in accordance with the provisions of the Plan and instructions of Plan management or its designees. The Plan has also engaged Fidelity Workplace Services LLC to provide recordkeeping and administrative services to the Plan.

Participant Contributions

Each year, participants may elect to contribute up to 100% of their compensation to the Plan, not to exceed limits established by the Internal Revenue Code (the "Code") ($23,500 in 2025). Participants may also contribute amounts representing distributions from other qualified plans (e.g., rollover contributions). Participants who have attained age 50 prior to the end of a plan year are eligible to make pre-tax catch-up contributions to the Plan. The catch-up contribution limit was $7,500 for participants age 50-59 and age 64 and older, and $11,250 for participants age 60-63, for the year ended December 31, 2025. Such contributions are excluded from the participant's taxable income for federal income tax purposes until received as a withdrawal or distribution from the Plan.

1. Description of Plan (continued)

Employer Contributions

The Company may make discretionary matching contributions to the Plan as determined by management based on a percentage of employee salary deferrals. Effective January 1, 2025, matching contributions are calculated and funded on a periodic basis per pay period, replacing the previous quarterly contribution schedule. For the year ended December 31, 2025, management approved a discretionary matching contribution equal to 100% of the first 2% of eligible participant compensation deferred per pay period. Special discretionary profit-sharing contributions may also be made at management's discretion. No profit-sharing contributions were made during the year ended December 31, 2025. All contributions are subject to statutory limitations established by the Internal Revenue Code.

Participant Accounts

A separate account is maintained for each participant and is credited with the participant's contributions, the Company's contributions, and investment earnings and losses, net of certain investment management fees. Participants may direct the investment of their account in any combination of investment funds offered by the Plan. The Company's matching contribution is allocated among the funds within each participant account in the same manner as the employee's contributions. Investment income is allocated daily among eligible participants in the ratio which the dollar value of the respective participant's interest in the specific investment bears to the dollar value of all participants' interests in that investment. A participant is entitled to the vested benefit provided from their account.

Investment Options

Investments in the Plan consist primarily of interests in registered investment companies (Note 4). Upon enrollment in the Plan, participants may direct employer and participant contributions in increments of 1% in any of the investment options offered under the Plan. Participants may change their investment options at any time.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. The employer matching contributions and discretionary profit-sharing vest at a rate of 50% per year beginning in the first year of participation. A participant is 100% vested after two years of credited service.

1. Description of Plan (continued)

Notes Receivable from Participants

Participants may borrow from their accounts up to a maximum equal to the lesser of $50,000 or fifty percent of their account balance. Loan terms range from one to five years, or longer for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan Administrator. Principal and interest are paid ratably through monthly payroll deductions.

Payment of Benefits

Upon retirement, death, disability, or other termination of employment, a participant may elect to receive a lump-sum payment, make partial withdrawals, or rollover the balance in their account to an eligible retirement plan, equal to the participant's vested interest in his or her account. Distributions may be made as soon as administratively feasible following termination of employment. If, upon termination, the participant has not elected to receive or rollover his or her balance and, if the vested account balance does not exceed $5,000, the Trustee will follow the Plan's provisions for mandatory distribution.

Hardship Withdrawals

Participants may receive hardship withdrawals against the employee deferral portion of their account (excluding any earnings allocated thereto) for specified financial needs, such as unreimbursed medical expenses, the purchase of a principal residence, to prevent eviction or foreclosure on their personal residence, or to pay for post-secondary education expenses.

Forfeited Accounts

Forfeited non-vested amounts are available for use in the plan year following the forfeiture and may be used to reduce employer contributions or pay plan expenses. The Plan used $20,859 forfeitures to reduce employer contributions in 2025. At December 31, 2025 and 2024, forfeited non-vested amounts totaled $29,897 and $1,519, respectively.

1. Description of Plan (continued)

Income Tax Status

Effective November 12, 2021, the Plan adopted the Pre-Approved Defined Contribution Plan (Profit Sharing/401(k) Plan) through Fidelity, which received a favorable opinion letter from the Internal Revenue Service (the "IRS") dated June 30, 2020. Although the Plan has been amended since the issuance of the determination letter, the Plan Administrators believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code and is therefore exempt from income taxes. Accordingly, no provision for income taxes has been included in the Plan's financial statements.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements are prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting periods. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value (Note 4) in the accompanying Statements of Net Assets Available for Benefits.

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.

The Plan presents in the Statement of Changes in Net Assets Available for Benefits the net appreciation/depreciation in the fair value of its investments, which consists of net realized and unrealized gains and losses.

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at the unpaid principal amount plus any accrued but unpaid interest. Interest income is recognized on the accrual basis and no allowances for expected credit losses were required as of December 31, 2025 **and 2024**. Delinquent participant loans are reclassified as distributions ("Deemed Distributions") pursuant to the provisions of the Plan document. During the year ended December 31, 2025, there were no Deemed Distributions.

Concentration of Credit Risk

The Plan's investments include registered investment company mutual funds that represent obligations by the counterparties to meet the terms of the financial instruments. Should one or more of the counterparties defaults, the Plan might lose amounts up to the recorded carrying value of the related instruments.

The Plan provides for various investment options in any combination of fixed income securities, mutual funds and other investment securities. These investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits and the Statement of Changes in Net Assets Available for Benefits.

Contributions

Participant contributions are recorded by the Plan in the year withheld from participant earnings. Contributions to the Plan by the Company are recorded in the year which they become obligations of the Company.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses of the Plan may be paid from Plan assets; however, the Company pays for expenses such as administration and periodic financial reporting fees (Note 5). The Plan's fee structure is advisory fee-based to increase visibility of investment management fees and transaction costs to Plan participants. Such expenses are recorded as Administrative Expenses in the Statement of Changes in Net Assets Available for Benefits.

2. Summary of Significant Accounting Policies (continued)

Income Taxes

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrators have analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2025 **and 2024**, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

3. Summary of Investment Data Certified by the Plan Trustee

The Plan's investments were held by Fidelity at December 31, 2025 **and 2024** and the following investment information was certified to be complete and accurate within the meaning of 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA:

- Interest and dividend income from investments and net appreciation in the fair value of investments reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Interest income on notes receivable from participants reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Investments at fair value and notes receivable from participants reflected on the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 **and 2024**.

4. Fair Value

GAAP establishes a framework for measuring fair value and defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date.

GAAP also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The asset's 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. The three levels of inputs that may be used to measure fair value are:

4. Fair Value (continued)

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

Level 2: Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; 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 that are supported by little or no market activity and that are financial instruments whose values are determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant judgment or estimation.

The following is a description of the valuation methodologies used for assets measured at fair value:

Money market fund: The money market account is a public investment vehicle valued using $1 for the net asset value ("NAV").

Mutual funds: Such investments are valued at the daily closing price as reported by the respective fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust: The Plan's indirect investment in the common/collective trust is valued at the net unit value ("NUV") of units held by the Plan at year-end based on information reported in the common/collective trust's audited financial statements at year-end.

The NUV is determined by the total contract value of fund assets divided by the total number of outstanding units of the fund. The Plan uses a practical expedient permitting a reporting entity to measure the fair value of certain investments using the NAV per share (or its equivalent) of the investment. Because the Plan has an indirect investment in the contracts held by the common/collective trust, they are not considered fully benefit responsive.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values.

4. Fair Value (continued)

Furthermore, while 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. There have been no changes in the valuation methodologies used during the year ended December 31, 2025.

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

	December 31, 2025			
	Level 1	Level 2	Level 3	Total
Money market	$ 483,621	$ -	$ -	$ 483,621
Mutual funds:				
Bond/fixed income	262,242	-	-	262,242
Large growth/value/blend	4,750,594	-	-	4,750,594
Real estate	294,746	-	-	294,746
Mid-cap growth/value/blend	2,230,967	-	-	2,230,967
Small growth/value/blend	972,680	-	-	972,680
International	766,568	-	-	766,568
Sector	2,508,300	-	-	2,508,300
	$ 12,269,718	$ -	$ -	$ 12,269,718
Common/collective trust				14,640,739
Total investments at fair value				$ 26,910,457

	December 31, 2024			
	Level 1	Level 2	Level 3	Total
Money market	$ 362,064	$ -	$ -	$ 362,064
Mutual funds:				
Bond/fixed income	128,310	-	-	128,310
Large growth/value/blend	3,712,251	-	-	3,712,251
Real estate	284,249	-	-	284,249
Mid-cap growth/value/blend	2,224,010	-	-	2,224,010
Small growth/value/blend	1,217,818	-	-	1,217,818
International	87,418	-	-	87,418
Sector	2,715,271	-	-	2,715,271
	$ 10,731,391	$ -	$ -	$ 10,731,391
Common/collective trust				12,455,884
Total investments at fair value				$ 23,187,275

4. Fair Value (continued)

Certain investments that are measured at fair value using the NAV per share practical expedient have not been classified in the fair value hierarchy.

The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

5. Party-in-Interest Transactions

The Plan allows for transactions with certain parties who may perform services or have fiduciary responsibilities to the Plan. The following transactions qualify as party-in-interest transactions for which a statutory exemption exists:

- Certain Plan investments are managed by the Asset Custodian.
- The Plan issues notes receivable to participants, which are secured by the balances in the participants' accounts.
- The Company paid certain administrative expenses of the Plan, totaling $16,750 during 2025.

6. Prohibited Transactions

Employee contributions withheld during the years ended December 31, 2025 and 2024 of $6,677 and $1,005, respectively, were not remitted to the Plan within what was considered to be a reasonable period of time. Lost earnings of $81 related to the 2024 delinquent contributions were remitted to the Plan in October 2025. As of December 31, 2025, late contributions of $6,677 are included in participant contributions receivable in the accompanying statement of net assets available for benefits. Of this amount, $846 of principal and related lost earnings of $91 were remitted to the Plan in August 2026. The remaining $5,831 of principal and related lost earnings of $700 were remitted to the Plan in October 2026. These delinquent contributions are considered nonexempt prohibited transactions under Department of Labor regulations, and the Plan and/or the Plan Sponsor may be subject to fines, penalties and interest.

7. Plan Termination

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

8. Subsequent Events

The Plan administrator has evaluated subsequent events through October 14, 2026, the date the financial statements were available to be issued, noting the following events that require disclosure:

On February 4, 2026, the Company acquired Verinext Corp., a provider of IT services and solutions specializing in data engineering, enterprise security, hybrid cloud infrastructure, and modern workspace management. The Verinext Corp. 401(k) Retirement Plan is expected to merge into the Arctiq 401(k) Plan on or about January 1, 2027.

On March 1, 2026, the Company acquired Shadow-Soft, LLC, an enterprise technology consulting and systems integration firm that specializes in cloud-native platforms, open-source automation, and system observability. The Shadow-Soft, LLC 401(k) Plan merged into the Arctiq 401(k) plan on July 1, 2026, which resulted in $3,103,009 of assets that transferred into the Plan on that date.

SUPPLEMENTAL SCHEDULES

ARCTIQ 401(K) PLAN

Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions
For the Year Ended December 31, 2025
Plan #001 EIN #95-4228470

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
$ 7,682				$ -
Check here if Late Participant Loan Repayments are included ☐	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	$ 6,677	$ 1,005	$ -	

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BNY Mellon	BNYM INST S&P500 I	**	$ 3,326,300
	T. Rowe Price	GG TRP RET 2045 R1	**	2,753,030
	T. Rowe Price	GG TRP RET 2035 R1	**	2,682,588
	T. Rowe Price	GG TRP RET 2040 R1	**	2,612,707
	Principal Funds	PIF MIDCAP FUND R5	**	1,675,612
	T. Rowe Price	GG TRP RET 2030 R1	**	1,639,920
	T. Rowe Price	GG TRP RET 2055 R1	**	1,379,406
	BlackRock	BLKRK TECH OP I	**	1,370,111
	T. Rowe Price	GG TRP RET 2025 R1	**	1,209,526
	T. Rowe Price	GG TRP RET 2050 R1	**	1,082,929
	Hartford	HTFD CORE EQUITY R5	**	960,543
	Invesco	INVS GOLD SPL MIN R6	**	937,236
*	Fidelity Investments	FID GOVT MMKT	**	483,621
	Principal Funds	PIF MDCP S&P400 R6	**	443,625
	American Century	AC GLOBAL SM CP R6	**	435,365
	Columbia	COL SM CAP INDEX I2	**	424,394
	Federated Hermes	FH MDT SM CAP GRTH I	**	400,669
	T. Rowe Price	WT TRP RET 2060 R1	**	380,952
	Columbia	COL DIVIDEND INC I3	**	371,488
	Prudential	PGIM US REAL EST R6	**	294,746
	Putnam Investments	PUTNAM STABLE VALUE	**	275,569
	T. Rowe Price	GG TRP RET 2020 R1	**	250,896
	T. Rowe Price	GG TRP RET 2015 R1	**	195,826
*	Fidelity Investments	FA ENERGY I	**	177,299
	American Funds	AF NEW WORLD R6	**	151,139
	JPMorgan	JPM CORE BOND R6	**	150,653
	Victory	VI SM-CAP VAL R6	**	147,616
	MFS Investments	MFS INTL DIVRSN R4	**	130,145
	John Hancock	JH DSCPL VAL MDCP I	**	111,730
	T. Rowe Price	GG TRP RET 2065 R1	**	102,262
*	Fidelity Investments	FA STRAT DIV INC I	**	92,264
	T. Rowe Price	GG TRP RET 2010 R1	**	75,128

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) (continued)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Goldman Sachs	GS INTL SM CP INS I	**	49,687
	PIMCO	PIM EM MKTS BD INST	**	37,957
	Loomis Sayles	LS LT GOVT & AGCY Y	**	35,251
	Hartford	HTFD STRAT INC R6	**	25,715
	BlackRock	BLKRK BALANCED INST	**	23,654
	Pacific Investment	PIM REAL RETURN INST	**	7,818
	T. Rowe Price	TRP INSTL FLOAT RATE	**	4,849
	Loomis Sayles	LS GLOBAL ALLOC Y	**	231
*	Participant loans	Interest rates ranging from 3.25% to 9.50%, maturing through 2030	-	253,870
				$ 27,164,327

* *Party-in-interest to the Plan for which a statutory exemption exists.*

** *Information is not required as investments are participant directed.*

See accompanying independent auditors' report.

Financial Statements and Supplemental Schedules
(with Independent Auditors' Report Thereon)

ARCTIQ

Arctiq 401(k) Plan

As of December 31, 2025 ***and 2024*** *and*
For the Year Ended December 31, 2025

ARCTIQ 401(k) PLAN

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Other schedules are omitted because they are not applicable or are not required disclosures under the Employee Retirement Income Security Act of 1974 and regulations issued by the Department of Labor.

INDEPENDENT AUDITORS' REPORT

To the Plan Administrators
Arctiq 401(k) Plan

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

We have performed an audit of the accompanying financial statements of Arctiq 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"). 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 (the "financial statements").

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

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

Opinion

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

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

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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 *Auditors' 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 ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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 the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

Auditors' 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 auditors' 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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

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.

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.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions and Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) 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 GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

Haskell & White LLP

HASKELL & WHITE LLP

Irvine, California
October 14, 2026

ARCTIQ 401(k) PLAN

Statements of Net Assets Available for Benefits
As of December 31, 2025 and 2024

	2025	2024
Assets		
Investments at fair value (Notes 3 and 4):		
Money market fund	**$ 483,621**	$ 362,064
Mutual funds	**11,786,097**	10,369,327
Common/collective trust funds	**14,640,739**	12,455,884
Total investments	**26,910,457**	23,187,275
Receivables:		
Notes receivable from participants	**253,870**	308,653
Participant contributions	**6,677**	-
Employer contributions	**-**	61,429
Total receivables	**260,547**	370,082
Net assets available for benefits	**$ 27,171,004**	$ 23,557,357

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets		
Contributions:		
Participants	$	1,942,335
Employer		359,784
Rollover		415,800
Total contributions		2,717,919
Interest income on notes receivable from participants		22,152
Investment income:		
Interest and dividends		1,396,789
Net appreciation in fair value of investments		2,248,467
Total investment gain		3,645,256
Total additions to net assets		6,385,327
Deductions from net assets		
Benefits paid to participants		2,709,513
Administrative expenses		62,167
Total deductions from net assets		2,771,680
Net increase in net assets		3,613,647
Net assets available for benefits, beginning of year		23,557,357
Net assets available for benefits, end of year	$	27,171,004

See accompanying notes to the financial statements and independent auditors' report.

ARCTIQ 401(k) PLAN

Notes to Financial Statements
December 31, 2025 and 2024

1. Description of Plan

The following description of the Arctiq 401(k) Plan (the "Plan"), formerly DynTek, Inc. 401(k) 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, as amended, is a defined contribution and profit-sharing plan covering all employees of Arctiq (the "Company"), except for residents of Puerto Rico, with a minimum age of 21 and a minimum service requirement of 1,000 hours for part-time employees. The Plan went into effect January 1, 1990, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Administration

Arctiq is the sponsor of the Plan. The Company's Director of Human Resources is the Plan Administrators and is responsible for the day-to-day administration and operation of the Plan.

Effective January 1, 2012, the Plan appointed Fidelity Management Trust Company ("Fidelity") as trustee and asset custodian (the "Trustee"). The Trustee holds, administers and distributes the funds of the Plan in accordance with the provisions of the Plan and instructions of Plan management or its designees. The Plan has also engaged Fidelity Workplace Services LLC to provide recordkeeping and administrative services to the Plan.

Participant Contributions

Each year, participants may elect to contribute up to 100% of their compensation to the Plan, not to exceed limits established by the Internal Revenue Code (the "Code") ($23,500 in 2025). Participants may also contribute amounts representing distributions from other qualified plans (e.g., rollover contributions). Participants who have attained age 50 prior to the end of a plan year are eligible to make pre-tax catch-up contributions to the Plan. The catch-up contribution limit was $7,500 for participants age 50-59 and age 64 and older, and $11,250 for participants age 60-63, for the year ended December 31, 2025. Such contributions are excluded from the participant's taxable income for federal income tax purposes until received as a withdrawal or distribution from the Plan.

1. Description of Plan (continued)

Employer Contributions

The Company may make discretionary matching contributions to the Plan as determined by management based on a percentage of employee salary deferrals. Effective January 1, 2025, matching contributions are calculated and funded on a periodic basis per pay period, replacing the previous quarterly contribution schedule. For the year ended December 31, 2025, management approved a discretionary matching contribution equal to 100% of the first 2% of eligible participant compensation deferred per pay period. Special discretionary profit-sharing contributions may also be made at management's discretion. No profit-sharing contributions were made during the year ended December 31, 2025. All contributions are subject to statutory limitations established by the Internal Revenue Code.

Participant Accounts

A separate account is maintained for each participant and is credited with the participant's contributions, the Company's contributions, and investment earnings and losses, net of certain investment management fees. Participants may direct the investment of their account in any combination of investment funds offered by the Plan. The Company's matching contribution is allocated among the funds within each participant account in the same manner as the employee's contributions. Investment income is allocated daily among eligible participants in the ratio which the dollar value of the respective participant's interest in the specific investment bears to the dollar value of all participants' interests in that investment. A participant is entitled to the vested benefit provided from their account.

Investment Options

Investments in the Plan consist primarily of interests in registered investment companies (Note 4). Upon enrollment in the Plan, participants may direct employer and participant contributions in increments of 1% in any of the investment options offered under the Plan. Participants may change their investment options at any time.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. The employer matching contributions and discretionary profit-sharing vest at a rate of 50% per year beginning in the first year of participation. A participant is 100% vested after two years of credited service.

1. Description of Plan (continued)

Notes Receivable from Participants

Participants may borrow from their accounts up to a maximum equal to the lesser of $50,000 or fifty percent of their account balance. Loan terms range from one to five years, or longer for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan Administrator. Principal and interest are paid ratably through monthly payroll deductions.

Payment of Benefits

Upon retirement, death, disability, or other termination of employment, a participant may elect to receive a lump-sum payment, make partial withdrawals, or rollover the balance in their account to an eligible retirement plan, equal to the participant's vested interest in his or her account. Distributions may be made as soon as administratively feasible following termination of employment. If, upon termination, the participant has not elected to receive or rollover his or her balance and, if the vested account balance does not exceed $5,000, the Trustee will follow the Plan's provisions for mandatory distribution.

Hardship Withdrawals

Participants may receive hardship withdrawals against the employee deferral portion of their account (excluding any earnings allocated thereto) for specified financial needs, such as unreimbursed medical expenses, the purchase of a principal residence, to prevent eviction or foreclosure on their personal residence, or to pay for post-secondary education expenses.

Forfeited Accounts

Forfeited non-vested amounts are available for use in the plan year following the forfeiture and may be used to reduce employer contributions or pay plan expenses. The Plan used $20,859 forfeitures to reduce employer contributions in 2025. At December 31, 2025 and 2024, forfeited non-vested amounts totaled $29,897 and $1,519, respectively.

1. Description of Plan (continued)

Income Tax Status

Effective November 12, 2021, the Plan adopted the Pre-Approved Defined Contribution Plan (Profit Sharing/401(k) Plan) through Fidelity, which received a favorable opinion letter from the Internal Revenue Service (the "IRS") dated June 30, 2020. Although the Plan has been amended since the issuance of the determination letter, the Plan Administrators believe that the Plan is currently designed and is being operated in compliance with the applicable requirements of the Internal Revenue Code and is therefore exempt from income taxes. Accordingly, no provision for income taxes has been included in the Plan's financial statements.

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements are prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with GAAP requires Plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting periods. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value (Note 4) in the accompanying Statements of Net Assets Available for Benefits.

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.

The Plan presents in the Statement of Changes in Net Assets Available for Benefits the net appreciation/depreciation in the fair value of its investments, which consists of net realized and unrealized gains and losses.

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at the unpaid principal amount plus any accrued but unpaid interest. Interest income is recognized on the accrual basis and no allowances for expected credit losses were required as of December 31, 2025 **and 2024**. Delinquent participant loans are reclassified as distributions ("Deemed Distributions") pursuant to the provisions of the Plan document. During the year ended December 31, 2025, there were no Deemed Distributions.

Concentration of Credit Risk

The Plan's investments include registered investment company mutual funds that represent obligations by the counterparties to meet the terms of the financial instruments. Should one or more of the counterparties defaults, the Plan might lose amounts up to the recorded carrying value of the related instruments.

The Plan provides for various investment options in any combination of fixed income securities, mutual funds and other investment securities. These investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits and the Statement of Changes in Net Assets Available for Benefits.

Contributions

Participant contributions are recorded by the Plan in the year withheld from participant earnings. Contributions to the Plan by the Company are recorded in the year which they become obligations of the Company.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Administrative expenses of the Plan may be paid from Plan assets; however, the Company pays for expenses such as administration and periodic financial reporting fees (Note 5). The Plan's fee structure is advisory fee-based to increase visibility of investment management fees and transaction costs to Plan participants. Such expenses are recorded as Administrative Expenses in the Statement of Changes in Net Assets Available for Benefits.

2. Summary of Significant Accounting Policies (continued)

Income Taxes

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrators have analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2025 **and 2024**, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

3. Summary of Investment Data Certified by the Plan Trustee

The Plan's investments were held by Fidelity at December 31, 2025 **and 2024** and the following investment information was certified to be complete and accurate within the meaning of 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA:

- Interest and dividend income from investments and net appreciation in the fair value of investments reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Interest income on notes receivable from participants reflected on the accompanying Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2025.

- Investments at fair value and notes receivable from participants reflected on the accompanying Statements of Net Assets Available for Benefits as of December 31, 2025 **and 2024**.

4. Fair Value

GAAP establishes a framework for measuring fair value and defines fair value as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date.

GAAP also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The asset's 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. The three levels of inputs that may be used to measure fair value are:

4. Fair Value (continued)

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

Level 2: Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; 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 that are supported by little or no market activity and that are financial instruments whose values are determined using pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant judgment or estimation.

The following is a description of the valuation methodologies used for assets measured at fair value:

Money market fund: The money market account is a public investment vehicle valued using $1 for the net asset value ("NAV").

Mutual funds: Such investments are valued at the daily closing price as reported by the respective fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common/collective trust: The Plan's indirect investment in the common/collective trust is valued at the net unit value ("NUV") of units held by the Plan at year-end based on information reported in the common/collective trust's audited financial statements at year-end.

The NUV is determined by the total contract value of fund assets divided by the total number of outstanding units of the fund. The Plan uses a practical expedient permitting a reporting entity to measure the fair value of certain investments using the NAV per share (or its equivalent) of the investment. Because the Plan has an indirect investment in the contracts held by the common/collective trust, they are not considered fully benefit responsive.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values.

4. Fair Value (continued)

Furthermore, while 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. There have been no changes in the valuation methodologies used during the year ended December 31, 2025.

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

	December 31, 2025			
	Level 1	Level 2	Level 3	Total
Money market	$ 483,621	$ -	$ -	$ 483,621
Mutual funds:				
Bond/fixed income	262,242	-	-	262,242
Large growth/value/blend	4,750,594	-	-	4,750,594
Real estate	294,746	-	-	294,746
Mid-cap growth/value/blend	2,230,967	-	-	2,230,967
Small growth/value/blend	972,680	-	-	972,680
International	766,568	-	-	766,568
Sector	2,508,300	-	-	2,508,300
	$ 12,269,718	$ -	$ -	$ 12,269,718
Common/collective trust				14,640,739
Total investments at fair value				$ 26,910,457

	December 31, 2024			
	Level 1	Level 2	Level 3	Total
Money market	$ 362,064	$ -	$ -	$ 362,064
Mutual funds:				
Bond/fixed income	128,310	-	-	128,310
Large growth/value/blend	3,712,251	-	-	3,712,251
Real estate	284,249	-	-	284,249
Mid-cap growth/value/blend	2,224,010	-	-	2,224,010
Small growth/value/blend	1,217,818	-	-	1,217,818
International	87,418	-	-	87,418
Sector	2,715,271	-	-	2,715,271
	$ 10,731,391	$ -	$ -	$ 10,731,391
Common/collective trust				12,455,884
Total investments at fair value				$ 23,187,275

4. Fair Value (continued)

Certain investments that are measured at fair value using the NAV per share practical expedient have not been classified in the fair value hierarchy.

The fair value amounts presented in the tables above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

5. Party-in-Interest Transactions

The Plan allows for transactions with certain parties who may perform services or have fiduciary responsibilities to the Plan. The following transactions qualify as party-in-interest transactions for which a statutory exemption exists:

- Certain Plan investments are managed by the Asset Custodian.
- The Plan issues notes receivable to participants, which are secured by the balances in the participants' accounts.
- The Company paid certain administrative expenses of the Plan, totaling $16,750 during 2025.

6. Prohibited Transactions

Employee contributions withheld during the years ended December 31, 2025 and 2024 of $6,677 and $1,005, respectively, were not remitted to the Plan within what was considered to be a reasonable period of time. Lost earnings of $81 related to the 2024 delinquent contributions were remitted to the Plan in October 2025. As of December 31, 2025, late contributions of $6,677 are included in participant contributions receivable in the accompanying statement of net assets available for benefits. Of this amount, $846 of principal and related lost earnings of $91 were remitted to the Plan in August 2026. The remaining $5,831 of principal and related lost earnings of $700 were remitted to the Plan in October 2026. These delinquent contributions are considered nonexempt prohibited transactions under Department of Labor regulations, and the Plan and/or the Plan Sponsor may be subject to fines, penalties and interest.

7. Plan Termination

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

8. Subsequent Events

The Plan administrator has evaluated subsequent events through October 14, 2026, the date the financial statements were available to be issued, noting the following events that require disclosure:

On February 4, 2026, the Company acquired Verinext Corp., a provider of IT services and solutions specializing in data engineering, enterprise security, hybrid cloud infrastructure, and modern workspace management. The Verinext Corp. 401(k) Retirement Plan is expected to merge into the Arctiq 401(k) Plan on or about January 1, 2027.

On March 1, 2026, the Company acquired Shadow-Soft, LLC, an enterprise technology consulting and systems integration firm that specializes in cloud-native platforms, open-source automation, and system observability. The Shadow-Soft, LLC 401(k) Plan merged into the Arctiq 401(k) plan on July 1, 2026, which resulted in $3,103,009 of assets that transferred into the Plan on that date.

SUPPLEMENTAL SCHEDULES

ARCTIQ 401(K) PLAN

Schedule H, Line 4(a) – Schedule of Delinquent Participant Contributions
For the Year Ended December 31, 2025
Plan #001 EIN #95-4228470

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
$ 7,682				$ -
Check here if Late Participant Loan Repayments are included ☐	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	$ 6,677	$ 1,005	$ -	

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	BNY Mellon	BNYM INST S&P500 I	**	$ 3,326,300
	T. Rowe Price	GG TRP RET 2045 R1	**	2,753,030
	T. Rowe Price	GG TRP RET 2035 R1	**	2,682,588
	T. Rowe Price	GG TRP RET 2040 R1	**	2,612,707
	Principal Funds	PIF MIDCAP FUND R5	**	1,675,612
	T. Rowe Price	GG TRP RET 2030 R1	**	1,639,920
	T. Rowe Price	GG TRP RET 2055 R1	**	1,379,406
	BlackRock	BLKRK TECH OP I	**	1,370,111
	T. Rowe Price	GG TRP RET 2025 R1	**	1,209,526
	T. Rowe Price	GG TRP RET 2050 R1	**	1,082,929
	Hartford	HTFD CORE EQUITY R5	**	960,543
	Invesco	INVS GOLD SPL MIN R6	**	937,236
*	Fidelity Investments	FID GOVT MMKT	**	483,621
	Principal Funds	PIF MDCP S&P400 R6	**	443,625
	American Century	AC GLOBAL SM CP R6	**	435,365
	Columbia	COL SM CAP INDEX I2	**	424,394
	Federated Hermes	FH MDT SM CAP GRTH I	**	400,669
	T. Rowe Price	WT TRP RET 2060 R1	**	380,952
	Columbia	COL DIVIDEND INC I3	**	371,488
	Prudential	PGIM US REAL EST R6	**	294,746
	Putnam Investments	PUTNAM STABLE VALUE	**	275,569
	T. Rowe Price	GG TRP RET 2020 R1	**	250,896
	T. Rowe Price	GG TRP RET 2015 R1	**	195,826
*	Fidelity Investments	FA ENERGY I	**	177,299
	American Funds	AF NEW WORLD R6	**	151,139
	JPMorgan	JPM CORE BOND R6	**	150,653
	Victory	VI SM-CAP VAL R6	**	147,616
	MFS Investments	MFS INTL DIVRSN R4	**	130,145
	John Hancock	JH DSCPL VAL MDCP I	**	111,730
	T. Rowe Price	GG TRP RET 2065 R1	**	102,262
*	Fidelity Investments	FA STRAT DIV INC I	**	92,264
	T. Rowe Price	GG TRP RET 2010 R1	**	75,128

See accompanying independent auditors' report.

ARCTIQ 401(K) PLAN

Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) (continued)
As of December 31, 2025
Plan #001 EIN #95-4228470

(a)	(b) Identity of Issue, Borrower or Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Goldman Sachs	GS INTL SM CP INS I	**	49,687
	PIMCO	PIM EM MKTS BD INST	**	37,957
	Loomis Sayles	LS LT GOVT & AGCY Y	**	35,251
	Hartford	HTFD STRAT INC R6	**	25,715
	BlackRock	BLKRK BALANCED INST	**	23,654
	Pacific Investment	PIM REAL RETURN INST	**	7,818
	T. Rowe Price	TRP INSTL FLOAT RATE	**	4,849
	Loomis Sayles	LS GLOBAL ALLOC Y	**	231
*	Participant loans	Interest rates ranging from 3.25% to 9.50%, maturing through 2030	-	253,870
				$ 27,164,327

* *Party-in-interest to the Plan for which a statutory exemption exists.*

** *Information is not required as investments are participant directed.*

See accompanying independent auditors' report.