Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
IMPACT 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2010

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)
IMPACT TECH INC.

223 EAST DE LA GUERRA STREET
SANTA BARBARA, CA 93101

2b Employer Identification Number (EIN)
26-1120226

2c Plan Sponsor's telephone number
805-966-2300

2d Business code (see instructions)
812990

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	MATTHEW REVELL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	577
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)**	441
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	516
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	180
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	696
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	696
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)**	537
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)**	659
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	36
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:

2E 2F 2G 2J 2K 2T 2S 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
IMPACT 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
IMPACT TECH INC.

D Employer Identification Number (EIN)
26-1120226

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)

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	59620	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

INVESTMENT RESEARCH & ADVISORY

58-1989031

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	25000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
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.
BAIRD AGGR BOND INST - US BANCORP 39-0281260	0.02%

(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.
CB INTL GRTH I - FRANKLIN TEMPLETO 94-3167260	0.10%

(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

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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
IMPACT 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
IMPACT TECH INC.

D Employer Identification Number (EIN)
26-1120226

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: PUTNAM STABLE VALUE

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

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)
04-3159710-202	C	530337

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)

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)

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)

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)

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)

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

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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
IMPACT 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
IMPACT TECH INC.

D Employer Identification Number (EIN)
26-1120226

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	6629	11708
(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)	239932	354966
(9) Value of interest in common/collective trusts	1c(9)	789856	530337
(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)	33859308	48327313
(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	34895725	49224324
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	34895725	49224324

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)	1739940	
(B) Participants	2a(1)(B)	6172203	
(C) Others (including rollovers)	2a(1)(C)	1754127	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		9666270
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	385	
(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)	24720	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		25105
(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)	2273772	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		2273772
(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)		7146
(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)		5210375
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		17182668
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2754480	
(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)		2754480
f Corrective distributions (see instructions)	2f		14969
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)	59320	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	25000	
(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)		84620
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2854069
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		14328599
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: NASIF, HICKS, HARRIS & CO., LLP **(2)** EIN: 77-0181453

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
IMPACT 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
IMPACT TECH INC.

D Employer Identification Number (EIN)
26-1120226

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 .

IMPACT 401(k) PLAN

FINANCIAL STATEMENTS

FOR YEARS ENDED
DECEMBER 31, 2025 AND 2024

Nasif, Hicks, Harris & Co., LLP
CERTIFIED PUBLIC ACCOUNTANTS
104 West Anapamu Street, Suite B | Santa Barbara, CA 93101

William J. Nasif
Steven J. Hicks, Retired
Jeffery P. Harris
Jody Dolan Holehouse
Thomas W. Burk
Robert Swayne Lyons
Lawrence W. Brown
Sarah E. Turner
Thomas A. Olson
Joseph G. Bishop
Rachelle O. Barnier
Elena Mund
Mitchell P. Thomas

October 14, 2026

Independent Auditors' Report

To the Trustee and Plan Administrator of the Impact 401(k) Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 2025 and 2024 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained a certification from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 7 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 accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"), and
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the Financial Statements

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 Impact 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe the audit evidence we obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Impact 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are 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 of the Financial Statements 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. Misstatements are considered material if there is a substantial likelihood that, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these 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 Impact 401(k) Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Impact 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matters

Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500 – Schedule H, Line 4i, Assets Held for Investment Purposes as of December 31, 2025, is presented for the purpose of additional analysis and are not a required part of the basic 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 schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule 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, and

- the information in the supplemental schedule 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).

Nasif, Hicks, Harris & Co., LLP

Nasif, Hicks, Harris & Co., LLP

IMPACT 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31,

	2025	2024
ASSETS		
Investments:		
Interest bearing cash	$ 11,708	$ 6,629
Mutual funds	48,327,313	33,859,308
Value of interest in common collective trust	530,337	789,856
Total investments	48,869,358	34,655,793
Participant notes receivable	354,966	239,932
Employer contributions receivable	-	190,805
Employee contributions receivable	-	579,715
Total assets	49,224,324	35,666,245
LIABILITIES		
Excess employer contribution payable	-	7,437
Total liabilities	-	7,437
NET ASSETS AVAILABLE FOR BENEFITS	**$ 49,224,324**	**$ 35,658,808**

The accompanying notes are an integral part of these financial statements.

IMPACT 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31,

		2025
Additions:		
Investment income:		
Net increase in fair value of investments	$	5,217,520
Dividend and interest income		2,274,157
Participant loan interest		24,720
Total investment income		7,516,397
Contributions:		
Participants		5,592,488
Employer		1,556,572
Rollovers and other		1,754,127
Total contributions		8,903,187
Total additions		16,419,584
Deductions:		
Distributions and other expenses:		
Benefits paid to participants including deemed distributions of participant loan balances		2,769,449
Plan expenses		84,619
Total deductions		2,854,068
Net increase		13,565,516
Net assets available for benefits, beginning of year		35,658,808
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	**$**	**49,224,324**

The accompanying notes are an integral part of these financial statements.

Note 1: Description of Plan

The following description of the Impact 401(k) Plan (the "Plan") provides only general information. Participants should refer to the adoption agreement and the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit sharing plan with 401(k) provisions for eligible employees. The Plan is a single employer plan naming Impact Tech Inc. as the Plan Sponsor (the "Employer" or "Plan Sponsor").

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Historically, the Employer has absorbed a significant portion of the costs of administering the Plan.

Contributions

Active participants may elect to contribute up to a maximum of $23,500 during the 2025 calendar year. Total contributions to a participant's account in a given plan year may not exceed the lesser of $70,000 ($77,500 including catch-up contributions) or 100% of the participant's compensation for the plan year. Individuals who are at least 50 years of age are permitted to make "catch-up" contributions. In 2025, the maximum catch-up contribution to a 401(k) was $7,500. However, participants who attain ages 60 through 63 during 2025 may make an increased "super catch-up" contribution of up to $11,250. Accordingly, the maximum total contribution is $77,500 for participants eligible for the regular catch-up contribution and $81,250 for participants eligible for the super catch-up contribution. Such contributions are excludable from the participant's taxable income for federal income tax purposes until received as a withdrawal or distribution from the Plan. A participant may elect to increase or decrease the amount of their salary deferral at any time; the election will take effect in the pay period in which the change in deferral was made.

Each pay period, the Employer may make a discretionary matching contribution to each participant's account. The Employer made $2,105,300 of discretionary matching contributions for the year ended December 31, 2025.

Note 1: Description of Plan - continued

The following is a reconciliation of employer contributions per the financial statements to the total amount funded with forfeitures for the year ended December 31,

		2025
Contributions received from Employers	$	1,556,572
Funded by forfeitures		548,728
Total match funded to participant accounts	$	2,105,300

Rollover Contributions

If a participant receives an eligible rollover distribution from another qualified retirement plan the participant may, with approval from Fidelity Management Trust Company ("Fidelity", the "Custodian", or "Trustee"), rollover any portion of that distribution to the Plan, either directly or within 60 days after they receive it. The Plan accepted $1,754,127 in rollover contributions for the year ended December 31, 2025.

Investment Elections

Participants direct the investment of their contributions into one or more of the investments offered by Fidelity which includes mutual funds, target-date funds, and a common collective trust. Target-date funds are collective and common trusts that have a mix of underlying assets in the fund that are structured to address a future retirement date. A participant may transfer funds from one investment option to another and obtain information about their account directly with Fidelity, including options for the participants to transfer funds and obtain information about their accounts through Infoline, an interactive voice response system, or through the Net Benefits Center on Fidelity's website.

Eligibility and Vesting

Employees become eligible for the Plan when they have completed 60 days of service and are at least 21 years old, at which point the employees may make participant elective contributions. Employees become eligible for employer matching contributions after two months of service. Entry dates to the Plan are the first day of each month.

Note 1: Description of Plan - continued

Participants' contributions are always fully vested. The employer matching contributions and the discretionary profit-sharing contributions to each participant's account are subject to vesting requirements according to the following schedule:

Completed Years of Service	Percentage of Employer Contribution Vested
Less than 1	0%
1	25%
2	50%
3	75%
4 or more	100%

Eligibility and Vesting - continued

In the event of death or upon plan termination, participants also become fully vested in employer matching contributions and discretionary profit-sharing contributions if employed by the Employer.

Participant Accounts

Each participant's account is credited with their participant elective contribution, their respective employer matching contributions, an allocation of their respective discretionary profit-sharing contributions and plan earnings. Allocations of investment earnings are based on participant account balances or participant earnings, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account. At 2025 and 2024, there were 659 and 537 participants with assets in the Plan, respectively.

Payments of Benefits

The Plan provides for mandatory distribution of account balances less than $7,000 following termination of service due to death, disability, or retirement, with (1) the automatic rollover to an Individual Retirement Account ("IRA") of any mandatory distributions exceeding $1,000 but equal to or less than $7,000 for which the participant does not elect a direct rollover to an IRA or another qualified plan; and (2) a direct payment to the participant of any mandatory distributions less than $1,000.

Note 1: Description of Plan - continued

Amounts contributed through salary/wage reductions may be withdrawn by, or distributed to, a participant only upon (1) termination of employment, (2) attaining the age of 59½, (3) death or (4) disability. Upon proof, to the satisfaction of Fidelity Investments (the "Plan Administrator") of an immediate and heavy financial need, amounts contributed may be withdrawn for a hardship purpose.

Certain income tax penalties apply to withdrawals or distributions prior to age 59½.

Benefits are recorded as deductions when paid.

Participant Notes Receivable

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 100% of their vested account balance.

Loan terms range from 1-5 years or may exceed 5 years 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 quarterly by the Plan Administrator. The interest rate will be determined with the intention of providing the Plan with a return commensurate with the interest rates charged by a person in the business of lending money for loans, which would be made under similar circumstances. As such, the interest rates are the prime rate of interest charged by banks as of the calendar quarter preceding the issuance of the loan. The rate of interest will be constant throughout the term of the loan. Principal and interest are paid ratably through semi-monthly payroll deductions.

Participant notes receivable are valued at unpaid principal balance plus any accrued but unpaid interest.

Forfeitures

When certain terminations of participation in the Plan occur, the non-vested portion of the participant's account, as defined by the Plan, represents forfeiture. Forfeitures are utilized to offset any employer contributions. Forfeitures used to offset employer contributions were $548,728 and $180,073 for the years ended December 31, 2025 and 2024, respectively

Termination of Plan

Although the Employer has not expressed any intent to do so, it reserves the right to terminate the Plan at any time subject to the provisions of ERISA. Upon termination, all amounts credited to a participant's account become 100% vested.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis method of accounting, which is in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Contributions Receivable

Contributions receivable consists of amounts due to the Plan from the Plan Sponsor and participants as of December 31, 2025. Contributions receivable are stated at the amount expected to be collected.

The Plan accounts for credit losses on participant contributions receivable in accordance with Accounting Standard Codification ("ASC") 326-20, *Financial Instruments — Credit Losses — Measured at Amortized Cost*, which requires an estimate of expected credit losses over the contractual term considering past events, current conditions, and reasonable and supportable forecasts, as applicable; the allowance is recorded as a reduction of participant contributions receivable and changes in the allowance are recognized in the Statement of Changes in Net Assets Available for Benefits. Management evaluates contributions receivable for expected credit losses based on the nature of the receivable, historical collection experience, subsequent collections, and reasonable supportable forecasts, as applicable. Management determined that expected credit losses related to contributions receivable were immaterial as of December 31, 2025; accordingly, no allowance for credit losses was recorded.

Investment Valuation and Income Recognition

Mutual funds are stated at fair value based on quoted market prices for identical assets. The common collective trust, which is a stable value fund is stated at contract value as the fund is considered fully-benefit responsive. See Note 6 for details on value of interest in common collective trust. Participant notes receivable are valued at unpaid principal balance plus any accrued but unpaid interest. The aggregate change between years in the market value of investments (net unrealized appreciation or depreciation) is included in investment income.

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Note 3: Income Tax Status

The Plan obtained its latest determination letter dated June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. The Plan Administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

The Plan is subject to routine audits by taxing authorities; however, there are currently no audits of any tax periods in progress.

The Plan Sponsor has elected to adopt the provisions of the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"). The CARES Act allows until December 31, 2025, for the Plan document to be amended for provisions implemented in 2020.

Note 4: Investment Information

Investments consist of various interest bearing cash, mutual funds, and a common collective trust.

During the year ended December 31, 2025, plan investments in mutual funds and common collective trusts, including investments bought, sold, and held during the year, increased in fair value by $5,217,520.

Note 5: Fair Value Measurements of Investments

U.S. GAAP 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. U.S. 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 standard describes three levels of inputs that may be used to measure fair value:

Level 1 - Quoted prices in active markets, which are unadjusted and accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical assets and liabilities in markets that are not active, quoted prices for similar assets and liabilities in active markets or financial instruments for which significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

Note 5: Fair Value Measurements of Investments - continued

The asset'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 valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Position	Valuation Technique
Registered Investment Companies (mutual funds) Level 1:	Valued at quoted market prices, which represents the net asset value of shares held by the Plan.

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.

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

	Level 1	Level 2	Level	Fair Value
Mutual funds	$ 48,327,313	$ -	$ -	$ 48,327,313
Investments in the fair value hierarchy	48,327,313	-	-	48,327,313
Reconciling item: Common collective trust	530,337	-	-	530,337
Reconciling item: Noninterest bearing cash	11,708	-	-	11,708
Total Investment Assets	$ 48,869,358	$ -	$ -	$ 48,869,358

Note 5: Fair Value Measurements of Investments - continued

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

	Level 1	Level 2	Level	Fair Value
Mutual funds	$ 33,859,308	$ -	$ -	$ 33,859,308
Investments in the fair value hierarchy	33,859,308	-	-	33,859,308
Reconciling item: Common collective trust	789,856	-	-	789,856
Reconciling item: Noninterest bearing cash	6,629	-	-	6,629
Total Investment Assets	$ 34,655,793	$ -	$ -	$ 34,655,793

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 fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The common collective trust is exempt from the fair value measurements leveling required for the mutual funds.

Note 6: Value of Interest in Common Collective Trust

The Plan offers a common collective trust ("CCT") investment option, Putnam Stable Value Fund ("The Fund"), which is intended to provide a stable return on investment and protection of principal from changes in market interest rates. The CCT offered by the Plan is a fully benefit responsive investment contract and is therefore stated on contract value. The Fund invests in high-quality guaranteed investment contracts ("GICs") and similar contracts issued by insurance companies, banks and other financial institutions. The Fund also invests up to 75% of its assets in security-backed investment contracts ("SBICs"), including separate account products of insurance companies. The foregoing instruments are collectively referred to herein as "Investment Contracts". The Fund invests at least 5% of its assets in high-quality money market instruments, cash, cash equivalents and stable value funds (including fixed income funds underlying SBICs) with investment policies and other provisions similar to those of the Fund, and may invest without limit in these investments.

Note 6: Value of Interest in Common Collective Trust - continued

All of the contracts that the Fund purchases are benefit responsive at contract value for all plan permitted, participant directed, transactions. There are no exceptions to this stipulation. Additionally, the Fund negotiates contracts with certain employer-initiated transaction provisions including percentage allowances for targeted layoffs, bankruptcy resulting in employee job loss, reorganizations, spin-offs, and plan terminations. Due to the size of the Fund and the specific percentage allowances negotiated by the Fund, it is highly unlikely (not probable) that any event would occur that would limit the Fund's ability to transact at contract value with each issuer under these events. The only event or circumstance that would allow issuers to immediately terminate a fully benefit-responsive wrap contract with the Fund at an amount different from contract value would be if they were provided with willingly fraudulent information about the Fund by the Trustee. This would constitute a breach of contract and would allow for termination at a value that could be different from contract value. Additionally, most wrap contracts have provisions that allow the issuer to terminate at book value over a specified period of time, normally the duration of the portfolio being wrapped. At no point may an issuer of a wrap contract immediately terminate at market value (other than as specified above) if the market value of the underlying portfolio is less than the book value. Investment Contracts are valued at contract value. Contract value represents invested principal plus accrued interest earned thereon.

The Investment Contracts are not tradable on any secondary market, but provide for benefit responsive withdrawals by plan participants at contract value. In determining Investment Contracts' value, the Trustee considers such factors as the benefit responsiveness of the Investment Contracts and, with respect to SBICs, the contingency provisions in the contract in the event of a default by the issuer of underlying securities.

Investment Contracts will normally be held to maturity, and meet the fully benefit responsive requirements of ASC 962, *Plan Accounting - Defined Contribution Pension Plans*. The contract value of Investment Contracts will be adjusted to reflect any issuer defaults or other evidence of impairment under an Investment Contract should they occur.

Note 6: Value of Interest in Common Collective Trust - continued

Short-term investments are valued at contract value which approximates cost plus accrued interest, and approximates fair value. The fair value of traditional GICs is determined using a discounted cash flow methodology where individual contract cash flows are discounted at the prevailing market interpolated GIC rate as of year end. For example, a GIC with a maturity of 2.5 years will use an interpolated rate of 50% of the 2 year GIC rate and 50% of the 3 year GIC rate. Synthetic investment contracts (e.g., security backed and separate account guaranteed investment contracts) represent individual assets placed in a trust, with ownership by the Fund; a third party issues a wrap contract that provides for participant transactions to be executed at contract value. Individual assets of the synthetic investment contract are valued at fair value, on the basis of valuations furnished by Trustee-approved independent pricing services. These pricing services determine valuations for normal institutional-size trading units of such securities using methods based on market transactions for comparable securities and various relationships, generally recognized by institutional traders, between securities, (which includes consideration of such factors as security prices, yields, maturities and ratings), or at fair value as determined in good faith by the Trustee. Short-term investments are stated at contract value, which approximates fair value. As of December 31, 2025, the crediting rate for the Putnam Stable Value Fund was approximately 4.25% and is subject to change daily. There were no unfunded commitments as of December 31, 2025 or 2024.

Note 7: Certification of Investment Information by Custodian

The following is a summary of the Plan's financial information and data certified by the Custodian as complete and accurate in accordance with Section 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

	December 31, 2025	December 31, 2024
Certified investments:		
Mutual funds	$ 48,327,313	$ 33,859,308
Value of interests in common collective trusts	530,337	789,856
Interest bearing cash	11,708	6,629
Total Certified Investments	$ 48,869,358	$ 34,655,793

Note 7: Certification of Investment Information by Custodian - continued

	December 31, 2025
Investment income:	
Net increase in fair value of investments	$ 5,217,520
Dividend income	2,273,772
Participant loan interest	24,720
Interest income	385
Net Investment Income	$ 7,516,397

Note 8: Parties-In-Interest

Certain shareholders, officers, and board members of Impact Tech Inc. are participants in the Plan. The members and their relatives qualify as parties-in-interest. The Custodian and the Plan Administrator, Fidelity Investments, is also parties-in-interest.

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

Fees paid during the year for accounting and other professional services rendered by parties-in-interest were based on customary and reasonable rates for such services.

Note 9: Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of Net Assets Available for Benefits per the financial statements as of December 31, 2025 and 2024 to the Form 5500:

	December 31, 2025	2024
Net assets available for benefits per the financial statements	$ 49,224,324	$ 35,658,808
Employer contributions receivable	-	(190,805)
Employee contributions receivable	-	(579,715)
Excess employer contributions payable	-	7,437
Net Assets Available for Benefits per Form 5500, Schedule H, Part I, Line 1 L	$ 49,224,324	$ 34,895,725

Note 9: Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of net increase in net assets per the financial statements to the Form 5500 for the year ended December 31,

		2025
Net increase in net assets per the financial statements	$	13,565,516
Prior year contributions receivable		770,520
Prior year contributions payable		(7,437)
Net Income Per Form 5500, Schedule H, Part II, Line 2k	$	14,328,599

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

		2025
Contributions received from Employers	$	1,556,572
Prior year contributions receivable		190,805
Prior year contributions payable		(7,437)
Net Income Per Form 5500, Schedule H, Part II, Line 2k	$	1,739,940

Note 10: Compliance with Internal Revenue Code and ERISA

During the year ended December 31, 2024, the Plan did not comply with the Internal Revenue Code and ERISA as follows:

Prohibited Transactions

During 2024 and 2023, the Plan Sponsor failed to remit to the Plan's trustee certain employee contributions totaling approximately $139,000 and $479,663 respectively, within the period prescribed by Department of Labor regulations. The Plan Sponsor has made contributions to the affected participants' accounts to compensate those participants an aggregate of approximately $37,000 and $21,215 respectively, for potential lost income due to the delays.

Note 10: Compliance with Internal Revenue Code and ERISA - continued

Other Compliance Issues

During 2024 and 2023, the Plan did not use the correct deferral rates or definition of compensation for certain pay periods in the plan year for 2024 and 2023 for a number of participants. The Trustee became aware of these compliance matters in 2024 and took corrective measures to correct employee and employer contribution amounts. As these issues were not captured and corrected by the end of the 2024 plan year, these issues were resolved by the current plan year and were fully corrected outside of the DOL's Voluntary Fiduciary Correction Program. Similar action was taken to correct the participant balances during the year ended December 31, 2025.

Note 11: Subsequent Events

The Plan has evaluated subsequent events through October 14, 2026, the date which the financial statements were available to be issued, with no events requiring recognition or disclosure being noted.

SUPPLEMENTAL SCHEDULE

IMPACT 401(k) PLAN
FORM 5500 - SCHEDULE H, LINE 4i
SUPPLEMENTAL SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES
EMPLOYER I.D. #: 26-1120226 PLAN #: 001
AS OF DECEMBER 31, 2025

(a)	(b) Borrower, Lessor, or Similar Party	(c) Description of Investment - Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	2328-FID 500 INDEX	Registered Investment Company	**	$ 9,899,611
	OK0W-AF TRGT DATE 2050 R6	Registered Investment Company	**	6,722,732
	OV6C-AF TRGT DATE 2060 R6	Registered Investment Company	**	6,263,572
	OK45-AF TRGT DATE 2055 R6	Registered Investment Company	**	5,082,883
	OK44-AF TRGT DATE 2045 R6	Registered Investment Company	**	4,545,388
	OK0V-AF TRGT DATE 2040 R6	Registered Investment Company	**	3,485,986
*	2363-FID INTL INDEX	Registered Investment Company	**	1,802,908
	OL5D-AF TRGT DATE 2065 R6	Registered Investment Company	**	1,449,210
*	2945-FID BLUE CHIP GR K6	Registered Investment Company	**	1,406,455
*	2326-FID US BOND IDX	Registered Investment Company	**	1,256,420
	OK0S-AF TRGT DATE 2010 R6	Registered Investment Company	**	1,252,497
	OK0U-AF TRGT DATE 2030 R6	Registered Investment Company	**	780,848
	OK43-AF TRGT DATE 2035 R6	Registered Investment Company	**	732,116
*	2084-FID EMERGING MKTS K	Registered Investment Company	**	667,071
	OI6A-HTFD DIV & GRTH R6	Registered Investment Company	**	569,589
	O6T9-PUTNAM STABLE VALUE	Stable Value Fund	**	530,337
	OVB5-C&S REAL ESTATE Z	Registered Investment Company	**	433,683
	OLE6 - GS INTL EQ INC R6	Registered Investment Company	**	296,418
*	2352-FID MID CAP IDX	Registered Investment Company	**	264,936
	OUY4-PGIM HIGH YIELD R6	Registered Investment Company	**	259,880
*	2358-FID SM CAP IDX	Registered Investment Company	**	254,341
	OE05-CB INTL GRTH I	Registered Investment Company	**	240,979
	OY3T-JPM MID CAP GRTH R6	Registered Investment Company	**	191,342
	OST4-UM BEHAVIORAL VAL R6	Registered Investment Company	**	119,623
	OVIQ-VICTORY S EST VAL R6	Registered Investment Company	**	108,706
*	2957-FID SMALL CAP GR K6	Registered Investment Company	**	104,280
	OK42-AF TRGT DATE 2025 R6	Registered Investment Company	**	58,789
	OS63-BAIRD AGGR BOND INST	Registered Investment Company	**	48,127
	OK0T-AF TRGT DATE 2020 R6	Registered Investment Company	**	14,537
	OK41 - AF TD INCOME 2015 R6	Registered Investment Company	**	14,336
*	3067-FID GOVT MMKT K6	Registered Investment Company	**	11,688
*	3460 - FID BALANCED K6	Registered Investment Company	**	50
*	0458-FID GOVT MMKT	Government Money Market	**	20
*	Participant Notes Receivable	With rates ranging from 3.25% to 9.5% maturing from 2026 to 2030	-	354,966
				$ 49,224,324

* Party-in-interest as defined by ERISA

** Cost omitted for participant directed investments.

IMPACT 401(k) PLAN

FINANCIAL STATEMENTS

FOR YEARS ENDED
DECEMBER 31, 2025 AND 2024

Nasif, Hicks, Harris & Co., LLP
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Elena Mund
Mitchell P. Thomas

October 14, 2026

Independent Auditors' Report

To the Trustee and Plan Administrator of the Impact 401(k) Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 2025 and 2024 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained a certification from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025, stating that the certified investment information, as described in Note 7 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 accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP"), and
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the Financial Statements

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 Impact 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe the audit evidence we obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Impact 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are 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 of the Financial Statements 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. Misstatements are considered material if there is a substantial likelihood that, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these 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 Impact 401(k) Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Impact 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matters

Supplemental Schedule Required by ERISA

The supplemental schedule of Form 5500 – Schedule H, Line 4i, Assets Held for Investment Purposes as of December 31, 2025, is presented for the purpose of additional analysis and are not a required part of the basic 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 schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, 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 schedule, other than the information in the supplemental schedule 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, and

- the information in the supplemental schedule 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).

Nasif, Hicks, Harris & Co., LLP

Nasif, Hicks, Harris & Co., LLP

IMPACT 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31,

	2025	2024
ASSETS		
Investments:		
Interest bearing cash	$ 11,708	$ 6,629
Mutual funds	48,327,313	33,859,308
Value of interest in common collective trust	530,337	789,856
Total investments	48,869,358	34,655,793
Participant notes receivable	354,966	239,932
Employer contributions receivable	-	190,805
Employee contributions receivable	-	579,715
Total assets	49,224,324	35,666,245
LIABILITIES		
Excess employer contribution payable	-	7,437
Total liabilities	-	7,437
NET ASSETS AVAILABLE FOR BENEFITS	**$ 49,224,324**	**$ 35,658,808**

The accompanying notes are an integral part of these financial statements.

IMPACT 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31,

		2025
Additions:		
Investment income:		
Net increase in fair value of investments	$	5,217,520
Dividend and interest income		2,274,157
Participant loan interest		24,720
Total investment income		7,516,397
Contributions:		
Participants		5,592,488
Employer		1,556,572
Rollovers and other		1,754,127
Total contributions		8,903,187
Total additions		16,419,584
Deductions:		
Distributions and other expenses:		
Benefits paid to participants including deemed distributions of participant loan balances		2,769,449
Plan expenses		84,619
Total deductions		2,854,068
Net increase		13,565,516
Net assets available for benefits, beginning of year		35,658,808
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	**$**	**49,224,324**

The accompanying notes are an integral part of these financial statements.

Note 1: Description of Plan

The following description of the Impact 401(k) Plan (the "Plan") provides only general information. Participants should refer to the adoption agreement and the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit sharing plan with 401(k) provisions for eligible employees. The Plan is a single employer plan naming Impact Tech Inc. as the Plan Sponsor (the "Employer" or "Plan Sponsor").

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Historically, the Employer has absorbed a significant portion of the costs of administering the Plan.

Contributions

Active participants may elect to contribute up to a maximum of $23,500 during the 2025 calendar year. Total contributions to a participant's account in a given plan year may not exceed the lesser of $70,000 ($77,500 including catch-up contributions) or 100% of the participant's compensation for the plan year. Individuals who are at least 50 years of age are permitted to make "catch-up" contributions. In 2025, the maximum catch-up contribution to a 401(k) was $7,500. However, participants who attain ages 60 through 63 during 2025 may make an increased "super catch-up" contribution of up to $11,250. Accordingly, the maximum total contribution is $77,500 for participants eligible for the regular catch-up contribution and $81,250 for participants eligible for the super catch-up contribution. Such contributions are excludable from the participant's taxable income for federal income tax purposes until received as a withdrawal or distribution from the Plan. A participant may elect to increase or decrease the amount of their salary deferral at any time; the election will take effect in the pay period in which the change in deferral was made.

Each pay period, the Employer may make a discretionary matching contribution to each participant's account. The Employer made $2,105,300 of discretionary matching contributions for the year ended December 31, 2025.

Note 1: Description of Plan - continued

The following is a reconciliation of employer contributions per the financial statements to the total amount funded with forfeitures for the year ended December 31,

		2025
Contributions received from Employers	$	1,556,572
Funded by forfeitures		548,728
Total match funded to participant accounts	$	2,105,300

Rollover Contributions

If a participant receives an eligible rollover distribution from another qualified retirement plan the participant may, with approval from Fidelity Management Trust Company ("Fidelity", the "Custodian", or "Trustee"), rollover any portion of that distribution to the Plan, either directly or within 60 days after they receive it. The Plan accepted $1,754,127 in rollover contributions for the year ended December 31, 2025.

Investment Elections

Participants direct the investment of their contributions into one or more of the investments offered by Fidelity which includes mutual funds, target-date funds, and a common collective trust. Target-date funds are collective and common trusts that have a mix of underlying assets in the fund that are structured to address a future retirement date. A participant may transfer funds from one investment option to another and obtain information about their account directly with Fidelity, including options for the participants to transfer funds and obtain information about their accounts through Infoline, an interactive voice response system, or through the Net Benefits Center on Fidelity's website.

Eligibility and Vesting

Employees become eligible for the Plan when they have completed 60 days of service and are at least 21 years old, at which point the employees may make participant elective contributions. Employees become eligible for employer matching contributions after two months of service. Entry dates to the Plan are the first day of each month.

Note 1: Description of Plan - continued

Participants' contributions are always fully vested. The employer matching contributions and the discretionary profit-sharing contributions to each participant's account are subject to vesting requirements according to the following schedule:

Completed Years of Service	Percentage of Employer Contribution Vested
Less than 1	0%
1	25%
2	50%
3	75%
4 or more	100%

Eligibility and Vesting - continued

In the event of death or upon plan termination, participants also become fully vested in employer matching contributions and discretionary profit-sharing contributions if employed by the Employer.

Participant Accounts

Each participant's account is credited with their participant elective contribution, their respective employer matching contributions, an allocation of their respective discretionary profit-sharing contributions and plan earnings. Allocations of investment earnings are based on participant account balances or participant earnings, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account. At 2025 and 2024, there were 659 and 537 participants with assets in the Plan, respectively.

Payments of Benefits

The Plan provides for mandatory distribution of account balances less than $7,000 following termination of service due to death, disability, or retirement, with (1) the automatic rollover to an Individual Retirement Account ("IRA") of any mandatory distributions exceeding $1,000 but equal to or less than $7,000 for which the participant does not elect a direct rollover to an IRA or another qualified plan; and (2) a direct payment to the participant of any mandatory distributions less than $1,000.

Note 1: Description of Plan - continued

Amounts contributed through salary/wage reductions may be withdrawn by, or distributed to, a participant only upon (1) termination of employment, (2) attaining the age of 59½, (3) death or (4) disability. Upon proof, to the satisfaction of Fidelity Investments (the "Plan Administrator") of an immediate and heavy financial need, amounts contributed may be withdrawn for a hardship purpose.

Certain income tax penalties apply to withdrawals or distributions prior to age 59½.

Benefits are recorded as deductions when paid.

Participant Notes Receivable

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 100% of their vested account balance.

Loan terms range from 1-5 years or may exceed 5 years 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 quarterly by the Plan Administrator. The interest rate will be determined with the intention of providing the Plan with a return commensurate with the interest rates charged by a person in the business of lending money for loans, which would be made under similar circumstances. As such, the interest rates are the prime rate of interest charged by banks as of the calendar quarter preceding the issuance of the loan. The rate of interest will be constant throughout the term of the loan. Principal and interest are paid ratably through semi-monthly payroll deductions.

Participant notes receivable are valued at unpaid principal balance plus any accrued but unpaid interest.

Forfeitures

When certain terminations of participation in the Plan occur, the non-vested portion of the participant's account, as defined by the Plan, represents forfeiture. Forfeitures are utilized to offset any employer contributions. Forfeitures used to offset employer contributions were $548,728 and $180,073 for the years ended December 31, 2025 and 2024, respectively

Termination of Plan

Although the Employer has not expressed any intent to do so, it reserves the right to terminate the Plan at any time subject to the provisions of ERISA. Upon termination, all amounts credited to a participant's account become 100% vested.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual basis method of accounting, which is in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Contributions Receivable

Contributions receivable consists of amounts due to the Plan from the Plan Sponsor and participants as of December 31, 2025. Contributions receivable are stated at the amount expected to be collected.

The Plan accounts for credit losses on participant contributions receivable in accordance with Accounting Standard Codification ("ASC") 326-20, *Financial Instruments — Credit Losses — Measured at Amortized Cost*, which requires an estimate of expected credit losses over the contractual term considering past events, current conditions, and reasonable and supportable forecasts, as applicable; the allowance is recorded as a reduction of participant contributions receivable and changes in the allowance are recognized in the Statement of Changes in Net Assets Available for Benefits. Management evaluates contributions receivable for expected credit losses based on the nature of the receivable, historical collection experience, subsequent collections, and reasonable supportable forecasts, as applicable. Management determined that expected credit losses related to contributions receivable were immaterial as of December 31, 2025; accordingly, no allowance for credit losses was recorded.

Investment Valuation and Income Recognition

Mutual funds are stated at fair value based on quoted market prices for identical assets. The common collective trust, which is a stable value fund is stated at contract value as the fund is considered fully-benefit responsive. See Note 6 for details on value of interest in common collective trust. Participant notes receivable are valued at unpaid principal balance plus any accrued but unpaid interest. The aggregate change between years in the market value of investments (net unrealized appreciation or depreciation) is included in investment income.

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Note 3: Income Tax Status

The Plan obtained its latest determination letter dated June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. The Plan Administrator believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code.

The Plan is subject to routine audits by taxing authorities; however, there are currently no audits of any tax periods in progress.

The Plan Sponsor has elected to adopt the provisions of the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"). The CARES Act allows until December 31, 2025, for the Plan document to be amended for provisions implemented in 2020.

Note 4: Investment Information

Investments consist of various interest bearing cash, mutual funds, and a common collective trust.

During the year ended December 31, 2025, plan investments in mutual funds and common collective trusts, including investments bought, sold, and held during the year, increased in fair value by $5,217,520.

Note 5: Fair Value Measurements of Investments

U.S. GAAP 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. U.S. 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 standard describes three levels of inputs that may be used to measure fair value:

Level 1 - Quoted prices in active markets, which are unadjusted and accessible at the measurement date for identical, unrestricted assets or liabilities.

Level 2 - Quoted prices for identical assets and liabilities in markets that are not active, quoted prices for similar assets and liabilities in active markets or financial instruments for which significant inputs are observable, either directly or indirectly.

Level 3 - Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

Note 5: Fair Value Measurements of Investments - continued

The asset'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 valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Position	Valuation Technique
Registered Investment Companies (mutual funds) Level 1:	Valued at quoted market prices, which represents the net asset value of shares held by the Plan.

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.

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

	Level 1	Level 2	Level	Fair Value
Mutual funds	$ 48,327,313	$ -	$ -	$ 48,327,313
Investments in the fair value hierarchy	48,327,313	-	-	48,327,313
Reconciling item: Common collective trust	530,337	-	-	530,337
Reconciling item: Noninterest bearing cash	11,708	-	-	11,708
Total Investment Assets	$ 48,869,358	$ -	$ -	$ 48,869,358

Note 5: Fair Value Measurements of Investments - continued

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

	Level 1	Level 2	Level	Fair Value
Mutual funds	$ 33,859,308	$ -	$ -	$ 33,859,308
Investments in the fair value hierarchy	33,859,308	-	-	33,859,308
Reconciling item: Common collective trust	789,856	-	-	789,856
Reconciling item: Noninterest bearing cash	6,629	-	-	6,629
Total Investment Assets	$ 34,655,793	$ -	$ -	$ 34,655,793

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 fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The common collective trust is exempt from the fair value measurements leveling required for the mutual funds.

Note 6: Value of Interest in Common Collective Trust

The Plan offers a common collective trust ("CCT") investment option, Putnam Stable Value Fund ("The Fund"), which is intended to provide a stable return on investment and protection of principal from changes in market interest rates. The CCT offered by the Plan is a fully benefit responsive investment contract and is therefore stated on contract value. The Fund invests in high-quality guaranteed investment contracts ("GICs") and similar contracts issued by insurance companies, banks and other financial institutions. The Fund also invests up to 75% of its assets in security-backed investment contracts ("SBICs"), including separate account products of insurance companies. The foregoing instruments are collectively referred to herein as "Investment Contracts". The Fund invests at least 5% of its assets in high-quality money market instruments, cash, cash equivalents and stable value funds (including fixed income funds underlying SBICs) with investment policies and other provisions similar to those of the Fund, and may invest without limit in these investments.

Note 6: Value of Interest in Common Collective Trust - continued

All of the contracts that the Fund purchases are benefit responsive at contract value for all plan permitted, participant directed, transactions. There are no exceptions to this stipulation. Additionally, the Fund negotiates contracts with certain employer-initiated transaction provisions including percentage allowances for targeted layoffs, bankruptcy resulting in employee job loss, reorganizations, spin-offs, and plan terminations. Due to the size of the Fund and the specific percentage allowances negotiated by the Fund, it is highly unlikely (not probable) that any event would occur that would limit the Fund's ability to transact at contract value with each issuer under these events. The only event or circumstance that would allow issuers to immediately terminate a fully benefit-responsive wrap contract with the Fund at an amount different from contract value would be if they were provided with willingly fraudulent information about the Fund by the Trustee. This would constitute a breach of contract and would allow for termination at a value that could be different from contract value. Additionally, most wrap contracts have provisions that allow the issuer to terminate at book value over a specified period of time, normally the duration of the portfolio being wrapped. At no point may an issuer of a wrap contract immediately terminate at market value (other than as specified above) if the market value of the underlying portfolio is less than the book value. Investment Contracts are valued at contract value. Contract value represents invested principal plus accrued interest earned thereon.

The Investment Contracts are not tradable on any secondary market, but provide for benefit responsive withdrawals by plan participants at contract value. In determining Investment Contracts' value, the Trustee considers such factors as the benefit responsiveness of the Investment Contracts and, with respect to SBICs, the contingency provisions in the contract in the event of a default by the issuer of underlying securities.

Investment Contracts will normally be held to maturity, and meet the fully benefit responsive requirements of ASC 962, *Plan Accounting - Defined Contribution Pension Plans*. The contract value of Investment Contracts will be adjusted to reflect any issuer defaults or other evidence of impairment under an Investment Contract should they occur.

Note 6: Value of Interest in Common Collective Trust - continued

Short-term investments are valued at contract value which approximates cost plus accrued interest, and approximates fair value. The fair value of traditional GICs is determined using a discounted cash flow methodology where individual contract cash flows are discounted at the prevailing market interpolated GIC rate as of year end. For example, a GIC with a maturity of 2.5 years will use an interpolated rate of 50% of the 2 year GIC rate and 50% of the 3 year GIC rate. Synthetic investment contracts (e.g., security backed and separate account guaranteed investment contracts) represent individual assets placed in a trust, with ownership by the Fund; a third party issues a wrap contract that provides for participant transactions to be executed at contract value. Individual assets of the synthetic investment contract are valued at fair value, on the basis of valuations furnished by Trustee-approved independent pricing services. These pricing services determine valuations for normal institutional-size trading units of such securities using methods based on market transactions for comparable securities and various relationships, generally recognized by institutional traders, between securities, (which includes consideration of such factors as security prices, yields, maturities and ratings), or at fair value as determined in good faith by the Trustee. Short-term investments are stated at contract value, which approximates fair value. As of December 31, 2025, the crediting rate for the Putnam Stable Value Fund was approximately 4.25% and is subject to change daily. There were no unfunded commitments as of December 31, 2025 or 2024.

Note 7: Certification of Investment Information by Custodian

The following is a summary of the Plan's financial information and data certified by the Custodian as complete and accurate in accordance with Section 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

	December 31, 2025	December 31, 2024
Certified investments:		
Mutual funds	$ 48,327,313	$ 33,859,308
Value of interests in common collective trusts	530,337	789,856
Interest bearing cash	11,708	6,629
Total Certified Investments	$ 48,869,358	$ 34,655,793

Note 7: Certification of Investment Information by Custodian - continued

	December 31, 2025
Investment income:	
Net increase in fair value of investments	$ 5,217,520
Dividend income	2,273,772
Participant loan interest	24,720
Interest income	385
Net Investment Income	$ 7,516,397

Note 8: Parties-In-Interest

Certain shareholders, officers, and board members of Impact Tech Inc. are participants in the Plan. The members and their relatives qualify as parties-in-interest. The Custodian and the Plan Administrator, Fidelity Investments, is also parties-in-interest.

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

Fees paid during the year for accounting and other professional services rendered by parties-in-interest were based on customary and reasonable rates for such services.

Note 9: Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of Net Assets Available for Benefits per the financial statements as of December 31, 2025 and 2024 to the Form 5500:

	December 31, 2025	2024
Net assets available for benefits per the financial statements	$ 49,224,324	$ 35,658,808
Employer contributions receivable	-	(190,805)
Employee contributions receivable	-	(579,715)
Excess employer contributions payable	-	7,437
Net Assets Available for Benefits per Form 5500, Schedule H, Part I, Line 1 L	$ 49,224,324	$ 34,895,725

Note 9: Reconciliation of Financial Statements to Form 5500 – continued

The following is a reconciliation of net increase in net assets per the financial statements to the Form 5500 for the year ended December 31,

		2025
Net increase in net assets per the financial statements	$	13,565,516
Prior year contributions receivable		770,520
Prior year contributions payable		(7,437)
Net Income Per Form 5500, Schedule H, Part II, Line 2k	$	14,328,599

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

		2025
Contributions received from Employers	$	1,556,572
Prior year contributions receivable		190,805
Prior year contributions payable		(7,437)
Net Income Per Form 5500, Schedule H, Part II, Line 2k	$	1,739,940

Note 10: Compliance with Internal Revenue Code and ERISA

During the year ended December 31, 2024, the Plan did not comply with the Internal Revenue Code and ERISA as follows:

Prohibited Transactions

During 2024 and 2023, the Plan Sponsor failed to remit to the Plan's trustee certain employee contributions totaling approximately $139,000 and $479,663 respectively, within the period prescribed by Department of Labor regulations. The Plan Sponsor has made contributions to the affected participants' accounts to compensate those participants an aggregate of approximately $37,000 and $21,215 respectively, for potential lost income due to the delays.

Note 10: Compliance with Internal Revenue Code and ERISA - continued

Other Compliance Issues

During 2024 and 2023, the Plan did not use the correct deferral rates or definition of compensation for certain pay periods in the plan year for 2024 and 2023 for a number of participants. The Trustee became aware of these compliance matters in 2024 and took corrective measures to correct employee and employer contribution amounts. As these issues were not captured and corrected by the end of the 2024 plan year, these issues were resolved by the current plan year and were fully corrected outside of the DOL's Voluntary Fiduciary Correction Program. Similar action was taken to correct the participant balances during the year ended December 31, 2025.

Note 11: Subsequent Events

The Plan has evaluated subsequent events through October 14, 2026, the date which the financial statements were available to be issued, with no events requiring recognition or disclosure being noted.

SUPPLEMENTAL SCHEDULE

IMPACT 401(k) PLAN
FORM 5500 - SCHEDULE H, LINE 4i
SUPPLEMENTAL SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES
EMPLOYER I.D. #: 26-1120226 PLAN #: 001
AS OF DECEMBER 31, 2025

(a)	(b) Borrower, Lessor, or Similar Party	(c) Description of Investment - Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	2328-FID 500 INDEX	Registered Investment Company	**	$ 9,899,611
	OK0W-AF TRGT DATE 2050 R6	Registered Investment Company	**	6,722,732
	OV6C-AF TRGT DATE 2060 R6	Registered Investment Company	**	6,263,572
	OK45-AF TRGT DATE 2055 R6	Registered Investment Company	**	5,082,883
	OK44-AF TRGT DATE 2045 R6	Registered Investment Company	**	4,545,388
	OK0V-AF TRGT DATE 2040 R6	Registered Investment Company	**	3,485,986
*	2363-FID INTL INDEX	Registered Investment Company	**	1,802,908
	OL5D-AF TRGT DATE 2065 R6	Registered Investment Company	**	1,449,210
*	2945-FID BLUE CHIP GR K6	Registered Investment Company	**	1,406,455
*	2326-FID US BOND IDX	Registered Investment Company	**	1,256,420
	OK0S-AF TRGT DATE 2010 R6	Registered Investment Company	**	1,252,497
	OK0U-AF TRGT DATE 2030 R6	Registered Investment Company	**	780,848
	OK43-AF TRGT DATE 2035 R6	Registered Investment Company	**	732,116
*	2084-FID EMERGING MKTS K	Registered Investment Company	**	667,071
	OI6A-HTFD DIV & GRTH R6	Registered Investment Company	**	569,589
	O6T9-PUTNAM STABLE VALUE	Stable Value Fund	**	530,337
	OVB5-C&S REAL ESTATE Z	Registered Investment Company	**	433,683
	OLE6 - GS INTL EQ INC R6	Registered Investment Company	**	296,418
*	2352-FID MID CAP IDX	Registered Investment Company	**	264,936
	OUY4-PGIM HIGH YIELD R6	Registered Investment Company	**	259,880
*	2358-FID SM CAP IDX	Registered Investment Company	**	254,341
	OE05-CB INTL GRTH I	Registered Investment Company	**	240,979
	OY3T-JPM MID CAP GRTH R6	Registered Investment Company	**	191,342
	OST4-UM BEHAVIORAL VAL R6	Registered Investment Company	**	119,623
	OVIQ-VICTORY S EST VAL R6	Registered Investment Company	**	108,706
*	2957-FID SMALL CAP GR K6	Registered Investment Company	**	104,280
	OK42-AF TRGT DATE 2025 R6	Registered Investment Company	**	58,789
	OS63-BAIRD AGGR BOND INST	Registered Investment Company	**	48,127
	OK0T-AF TRGT DATE 2020 R6	Registered Investment Company	**	14,537
	OK41 - AF TD INCOME 2015 R6	Registered Investment Company	**	14,336
*	3067-FID GOVT MMKT K6	Registered Investment Company	**	11,688
*	3460 - FID BALANCED K6	Registered Investment Company	**	50
*	0458-FID GOVT MMKT	Government Money Market	**	20
*	Participant Notes Receivable	With rates ranging from 3.25% to 9.5% maturing from 2026 to 2030	-	354,966
				$ 49,224,324

* Party-in-interest as defined by ERISA

** Cost omitted for participant directed investments.