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.)
- ☒ 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:
- ☒ 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
SYMETRI 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/01/1994

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)
SYMETRI USA, LLC

10 TARA BOULEVARD, SUITE 420
NASHUA, NH 03062

2b Employer Identification Number (EIN)
04-3238199

2c Plan Sponsor's telephone number
603-657-3828

2d Business code (see instructions)
541512

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.	10/15/2026	JARED HUMPHRIES
	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 MICRODESK, LLC.

c Plan Name SYMETRI 401(K) PLAN

4b EIN 04-3238199

4d PN 001

5	Total number of participants at the beginning of the plan year	**5**	551
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)**	424
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	418
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	134
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	552
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	552
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)**	519
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)**	529
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	24
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:

2A 2E 2F 2G 2J 2K 2T 3H 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
SYMETRI 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
04-3238199

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)

CERITY PARTNERS RETIREMENT PLAN

35-2467663

(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	78242	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	53156	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

STRATEGIC ADVISERS LLC

04-2654524

(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	15679	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
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.	
PARNASSUS CORE EQ IS - ULTIMUS FUN 31-1663251	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.	

(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
SYMETRI 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
SYMETRI USA, LLC

D Employer Identification Number (EIN)
04-3238199

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: PIMCO STABLE INC 1

b Name of sponsor of entity listed in (a): SEI 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)
45-4367155-036	C	454130

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

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

a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
SYMETRI 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
04-3238199

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)	21746	0
(2) Participant contributions	1b(2)	49720	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	8656	15784
(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)	298863	305986
(9) Value of interest in common/collective trusts	1c(9)	540293	454130
(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)	36804572	45577411
(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	37723850	46353311
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	5777
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	5777
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	37723850	46347534

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)	1478574	
(B) Participants	2a(1)(B)	4108247	
(C) Others (including rollovers)	2a(1)(C)	1543001	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		7129822
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	523	
(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)	23894	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		24417
(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)	924573	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		924573
(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)		10633
(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)		6189331
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		14278776
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5505562	
(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)		5505562
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		2454
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	53156	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	93920	
(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)		147076
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5655092
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		8623684
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: SIKICH CPA LLC **(2)** EIN: 54-1172176

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		325247
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
SYMETRI 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
04-3238199

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 .

SIKICH

Symetri
401(k) Plan

Financial Statements and
Independent Auditor's Report

For the Years Ended December 31, 2025 and 2024

SYMETRI
401(K) PLAN
TABLE OF CONTENTS

	Page(s)
INDEPENDENT AUDITOR'S REPORT	3-6
FINANCIAL STATEMENTS	
Statements of Net Assets Available for Benefits	7
Statements of Changes in Net Assets Available for Benefits	8
Notes to Financial Statements	9-18
SUPPLEMENTAL SCHEDULES	
Schedule of Assets (Held at End of Year)	19
Schedule of Delinquent Participant Contributions	20

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator of
Symetri 401(k) Plan

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

We have performed audits of the accompanying financial statements of Symetri 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, 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 Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

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

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2025 and the schedule of delinquent participant contributions for the year ended December 31, 2025, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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



Naperville, Illinois
October 14, 2026

FINANCIAL STATEMENTS

SYMETRI
401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2025 and 2024

	2025	2024
ASSETS		
Investments at fair value	$ 46,047,325	$ 37,353,521
Receivables		
Employee contribution	-	49,720
Employer contribution	-	21,746
Notes receivable from participants	305,986	298,863
Total assets	305,986	370,329
LIABILITIES		
Excess contributions	5,777	-
NET ASSETS AVAILABLE FOR BENEFITS	$ 46,347,534	$ 37,723,850

See accompanying notes to financial statements.

SYMETRI
401(K) PLAN

STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS

For the Years Ended December 31, 2025 and 2024

	2025	2024
ADDITIONS IN NET ASSETS ATTRIBUTED TO		
Investment income		
Net appreciation in fair value of investments	$ 6,199,964	$ 4,140,606
Interest and dividends	925,096	721,629
Total investment income	7,125,060	4,862,235
Interest on notes receivable from participants	23,894	23,975
Contributions		
Employee	4,108,247	3,627,006
Rollover	1,543,001	783,064
Employer	1,478,574	1,257,203
Total contributions	7,129,822	5,667,273
Total additions	14,278,776	10,553,483
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits paid to participants	5,508,016	3,447,823
Administrative expenses	147,076	118,105
Total deductions	5,655,092	3,565,928
NET INCREASE	8,623,684	6,987,555
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	37,723,850	30,736,295
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	$ 46,347,534	$ 37,723,850

See accompanying notes to financial statements.

1. DESCRIPTION OF PLAN

The following description of Symetri 401(k) Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering substantially all employees of Symetri USA, LLC (the Company) who are age 18 or older. The Plan excludes employees covered by a collective bargaining agreement, leased employees and nonresident aliens. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan's parent company, Addnode USA Holding Co., also acquired CAD Technologies in November 2024. The Plan was amended to allow employees of CAD Technologies to participate in the Plan effective January 2025. Approximately 17 participants were allowed to participate in the Plan and can choose to roll over their balances into the Plan.

Effective July 2025, Team D3 merged with Symetri. As a result, all Team D3 employees became Symetri employees, and the Plan was amended to remove Team D3 as a participating employer.

Contributions

Each year, participants may contribute up to 100% of pre-tax annual compensation, as defined in the Plan. Participants are permitted to designate a portion or all of their deferral contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. In addition, effective January 1, 2025 participants who are ages 60-63 are eligible to make additional catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3% of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant.

Automatically enrolled participants have their deferral rate increased at a rate of 1% per year on December 26, up to a maximum of 6% of eligible compensation, unless otherwise elected by the participant.

1. DESCRIPTION OF PLAN (Continued)

Contributions (Continued)

The Company may elect to make discretionary matching contributions. For the years ended December 31, 2025 and 2024, the Company made discretionary matching contributions equal to 35% of participant deferrals for the Symetri location. For the years ended December 31, 2025 and 2024, the Company made discretionary matching contributions equal to 100% of the first 3% of participant deferrals, and 50% of the next 2% of participant deferrals for the Team D3 location.

The Company may also elect to make discretionary non-elective contributions. Participants must be employed on the last day of the plan year in order to receive an allocation of any discretionary non-elective contributions. Allocations are based on a ratio of compensation amounts in each group, as defined in the plan document. For the years ended December 31, 2025 and 2024, the Company did not make any discretionary non-elective contributions.

Contributions from plan participants and discretionary matching contributions from the Company are recorded in the year in which the employee contributions are withheld from compensation.

Contributions are subject to certain limitations as mandated by the Internal Revenue Code (IRC).

Investment Options

Participants may direct all their contributions among one or more funds subject to the allocation limitations set forth in the Plan. Changes in allocation of future contributions and transfers among funds of presently invested contributions are permitted pursuant to the Plan's provisions.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution(s) and (b) plan earnings (losses) and charged with the participant's benefit payments and an allocation of administrative expenses. Allocations are based on participant earnings (losses), account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

1. DESCRIPTION OF PLAN (Continued)

Vesting

Participants are vested immediately in their contributions plus actual earnings (losses) thereon. Vesting in the Company' discretionary matching contribution portion and the discretionary non-elective contribution portion of their accounts is based on the following table:

Years of Service	Percentage
0	0%
1	33%
2	66%
3	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to the maximum equal to the lesser of $50,000 or 50% of their account balance, less defaulted loans (if any). Participants can have only one loan outstanding at any time. The loans are secured by the balances in the participants' accounts and bear interest at the prime rate plus 1%. The term of the loan may not exceed five years or ten years if the loan proceeds will be used to acquire the principal residence of the participant. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

On termination of service, death, disability, or retirement, a participant may elect to receive a lump sum amount equal to the value of the participant's vested interest in his or her account. If the participant's vested interest in the Plan is less than $7,000, a mandatory lump sum distribution or rollover to an individual retirement account may be made to or on behalf of the participant. A participant may take a distribution while employed by the Company upon attaining age 59½. Under certain conditions participants may receive a hardship distribution if certain criteria are met.

Forfeited Accounts

As of December 31, 2025 and 2024, forfeited nonvested accounts totaled $56,207 and $11,406, respectively. These amounts will be used in accordance with the applicable plan provisions. During 2025 and 2024, employer contributions were reduced by $27,565 and $81,288, respectively, from forfeited nonvested accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Use of Estimates

The preparation of financial statements is in conformity with accounting principles generally accepted in the United States of America (US GAAP) and requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisers and trustee. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest less amounts defaulted (if any). Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Company and are excluded from these financial statements. Loan administration and distribution fees are charged directly to the participant's account and are included in administrative expenses. The Plan also pays certain investment advisory and plan administration fees from plan assets. Certain investment-related expenses are included in net appreciation (depreciation) of fair value of investments.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Recent Accounting and Regulatory Pronouncements

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2023 and beyond. Plan management adopted mandatory provisions effective for the years ended December 31, 2025 and 2024. Plan management continues to evaluate the impact of the optional provisions of SECURE 2.0 and is awaiting additional regulatory guidance from the Internal Revenue Service (IRS) and Department of Labor (DOL). The application of SECURE 2.0 Act did not have a material effect on the Plan's financial statements for the plan years ended December 31, 2025 and 2024. The Plan will be amended to reflect any changes made in response to SECURE 2.0 prior to the deadline set by law or applicable regulations.

3. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Topic 820 are described as follows:

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

Level 2: Inputs to the valuation methodology other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

a. Quoted prices for similar assets or liabilities in active markets,

b. Quoted prices for identical or similar assets or liabilities in inactive markets,

c. Inputs other than quoted prices that are observable for the asset or liability,

d. Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

3. FAIR VALUE MEASUREMENTS (Continued)

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

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

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

Stable value collective trust: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the NAV of units of the bank collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the stable value collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure the securities liquidations will be carried out in an orderly business manner.

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

3. FAIR VALUE MEASUREMENTS (Continued)

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

	Assets at Fair Value as of December 31, 2025			
Description	Level 1	Level 2	Level 3	Total
Mutual funds	$ 45,577,413	$ -	$ -	$ 45,577,413
Money market fund	15,782	-	-	15,782
TOTAL	$ 45,593,195	$ -	$ -	
Investments measured at net asset value [(a)]				454,130
TOTAL INVESTMENTS AT FAIR VALUE				$ 46,047,325

	Assets at Fair Value as of December 31, 2024			
Description	Level 1	Level 2	Level 3	Total
Mutual funds	$ 36,804,572	$ -	$ -	$ 36,804,572
Money market fund	8,656	-	-	8,656
TOTAL	$ 36,813,227	$ -	$ -	
Investments measured at net asset value [(a)]				540,293
TOTAL INVESTMENTS AT FAIR VALUE				$ 37,353,521

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

3. FAIR VALUE MEASUREMENTS (Continued)

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table presents the fair value, unfunded commitments, participant redemption frequency, and participant redemption notice period for plan investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025 and 2024:

	Fair Value		Unfunded Commitment		Participant Redemption	Redemption Participant Notice
Investment	2025	2024	2025	2024	Frequency	Period
PIMCO Stable Value Income Fund - Class I	$ 454,130	$ 540,293	$ -	$ -	Daily	None

4. CERTIFICATION OF FINANCIAL INFORMATION

The financial data included in the accompanying financial statements as of and for the years ended December 31, 2025 and 2024 and supplemental schedule of assets (held at end of year) as of December 31, 2025 has been certified as complete and accurate by Fidelity Management Trust Company, a qualified institution. The following certified information was obtained by management and agreed to or derived from information certified as complete and accurate, and has not been audited by the independent auditors for the Plan: investments at fair value, notes receivable from participants, interest and dividends, interest on notes receivable from participants, and net appreciation in fair value of investments.

5. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their employer contributions. Any unallocated assets of the Plan shall be allocated to participant accounts and distributed in such a manner as the Company may determine.

6. TAX STATUS

The Company adopted a non-standardized pre-approved plan document, which received an opinion letter dated June 30, 2020, in which the Internal Revenue Service (IRS) stated that the non-standardized pre-approved plan document was in compliance with applicable requirements of the IRC. The Plan has not received a determination letter specific to the Plan itself and has been amended since adopting the non-standardized pre-approved plan document; however, the Plan Administrator believes that the Plan is designed, and is being operated, in compliance with the applicable requirements of the IRC.

6. TAX STATUS (Continued)

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

7. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by an affiliate of Fidelity Management Trust Company, the trustee; therefore, these transactions qualify as party-in-interest. Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund. Certain administrative expenses were paid by the Plan or the Company. The Plan issues loans to participants, which are secured by the vested balance in the participants' accounts. These transactions qualify as party-in-interest. Employees of the Company provide administrative services to the Plan for which no fees are charged.

In addition, the Company is eligible for expense reduction credits from the trustee. Total amounts received from the trustee and used to offset expenses during the years ended December 31, 2025 and 2024 were $6,713 and $5,452, respectively.

8. RISKS AND UNCERTAINTIES

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

9. EXCESS CONTRIBUTIONS PAYABLE

Excess contributions represent amounts withheld from participants in excess of IRS limitations that are to be refunded at year end. As of December 31, 2025 and 2024, $5,777 and $0, respectively, of excess contributions and earnings thereon are required to be refunded prior to December 31, of the subsequent year. These amounts were refunded to participants prior to March of the year following the plan year end. Excess contributions and earnings are netted against employee contributions and net appreciation in the statements of changes in net assets available for benefits.

10. PROHIBITED TRANSACTIONS

During 2025 and 2024, the Company failed to remit to the Plan's trustee certain employee contributions totaling $325,247 within the period prescribed by DOL's regulations. Delays in remitting contributions to the trustee were due to administrative errors, and the Company will make contributions to the affected participants' accounts to compensate those participants for potential lost income due to the delays.

11. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through October 14, 2026, which was the date that the financial statements were available for issuance and noted the following subsequent events:

Effective January 1, 2026, the Plan was amended and as a result, the following plan provision changed:

- The discretionary matching contributions were changed to a safe harbor matching contribution formula equal to 100% of the first 3% of participant deferrals, and 50% of the next 2% of participant deferrals.

SUPPLEMENTAL SCHEDULES

SYMETRI
401(K) PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FORM 5500, SCHEDULE H, LINE 4i

EIN: 04-3238199 PLAN: #001

December 31, 2025

(a)	(b) Identity of Issue, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Money Market Fund			
*	Fidelity Investments	Government Money Market Fund - Class K6	**	$ 15,782
	Mutual Funds			
*	Fidelity Investments	500 Index Fund	**	5,224,825
*	Fidelity Investments	Emerging Markets Index Fund	**	350,147
*	Fidelity Investments	Freedom Index 2010 Fund Institutional Premium Class	**	248,584
*	Fidelity Investments	Freedom Index 2020 Fund Institutional Premium Class	**	417,982
*	Fidelity Investments	Freedom Index 2025 Fund Institutional Premium Class	**	867,087
*	Fidelity Investments	Freedom Index 2030 Fund Institutional Premium Class	**	1,238,684
*	Fidelity Investments	Freedom Index 2035 Fund Institutional Premium Class	**	4,914,968
*	Fidelity Investments	Freedom Index 2040 Fund Institutional Premium Class	**	4,414,055
*	Fidelity Investments	Freedom Index 2045 Fund Institutional Premium Class	**	4,656,756
*	Fidelity Investments	Freedom Index 2050 Fund Institutional Premium Class	**	4,374,179
*	Fidelity Investments	Freedom Index 2055 Fund Institutional Premium Class	**	5,569,504
*	Fidelity Investments	Freedom Index 2060 Fund Institutional Premium Class	**	1,571,799
*	Fidelity Investments	Freedom Index 2065 Fund Institutional Premium Class	**	369,770
*	Fidelity Investments	Freedom Index 2070 Fund Institutional Premium Class	**	23,850
*	Fidelity Investments	Freedom Index Inc Institutional Premium Class	**	58,258
*	Fidelity Investments	International Bond Index Fund	**	81,020
*	Fidelity Investments	International Index Fund	**	2,135,943
*	Fidelity Investments	Large Cap Growth Index Fund	**	5,002,942
*	Fidelity Investments	Large Cap Value Index Fund	**	664,710
*	Fidelity Investments	Mid Cap Index Fund	**	1,301,368
*	Fidelity Investments	Small Cap Index Fund	**	540,258
*	Fidelity Investments	Real Estate Index Fund	**	28,206
*	Fidelity Investments	U.S. Bond Index Fund	**	1,412,068
	Parnassus Investments	Core Equity Fund IS	**	110,450
	Total mutual funds			45,577,413
	Stable Value Collective Trust			
	SEI Trust Company	PIMCO Stable Value Income Fund - Class I	**	454,130
	TOTAL INVESTMENTS PER FINANCIAL STATEMENTS			46,047,325
*	Participant loans	Interest rates from 4.25% to 9.50%	-0-	305,986
	TOTAL INVESTMENTS PER 5500			$ 46,353,311

* Denotes a party-in-interest to the Plan.
** Cost information not required for participant-directed investments.

SYMETRI
401(K) PLAN

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
FORM 5500, SCHEDULE H, LINE 4a

EIN: 04-3238199 PLAN: #001

For the Year Ended December 31, 2025

Participant Contributions Transferred Late to the Plan			Total that Constitute Nonexempt Prohibited Transactions			
Check here if Late Participant Loan Repayments are Included: X						
Date Contributions Withheld	**Date Contributions Remitted**	**Date Lost Earnings Remitted**	**Contributions Not Corrected**	**Contributions Corrected Outside VFCP**	**Contributions Pending Correction in VFCP**	**Total Fully Corrected Under VFCP and PTE 2002-51**
February 5, 2024	February 26, 2024	Not Yet Remitted	$ 52,332	$ -	$ -	$ -
May 3, 2024	May 14, 2024	Not Yet Remitted	90,194	-	-	-
May 15, 2024	August 15, 2024	Not Yet Remitted	59	-	-	-
June 5, 2024	June 18, 2024	Not Yet Remitted	55,408	-	-	-
April 15, 2025	April 23, 2025	Not Yet Remitted	62,616	-	-	-
October 15, 2025	October 22, 2025	Not Yet Remitted	64,638	-	-	-
TOTAL			$ 325,247	$ -	$ -	$ -

Retirement plan summary for SYMETRI USA, LLC



Executive summary

Retirement plan summary for SYMETRI USA, LLC

Savings

Status	Participants	Assets	Avg. bal.
Total[1]	530	$45,973,275	$86,742
Active[2]	395	$33,335,475	$84,394
Inactive[2]	135	$12,637,800	$93,613

Participation rate[4]	Average deferral[4]
93.4%	7.0%

Active participants contributing	Average def election
385	11%

Targets	Count	%
Achieving 15% savings[3]	117	30%
Enrollments	**Count**	**%**
New participants enrolled	67	-
Self enrolled	21	31%
Auto enrolled	25	37%
Easy enrolled	19	28%
Other	2	3%

Past 12 months – 1/1/2025 through 12/31/2025

Cash Flow

Contribution	Participants	$ Contributed
Total	443	$7,233,854
Employee	443	$4,162,968
Employer	443	$1,527,884
Rollovers	23	$1,543,001

Withdrawal	Participants	$ Withdrawn
Total	69	($5,460,766)
Full payouts	56	($5,228,422)
Other	6	($95,155)
Hardships	9	($129,094)

Loan	Participants	Amount
Outstanding	34	$310,477
New	19	$252,714
Repayments	43	$199,036

Past 12 months – 1/1/2025 through 12/31/2025

Asset Allocation

Allocation	Participants	%	Assets
Age conservative	9	2%	$1,461,494
Age appropriate	327	83%	$25,295,937
Age aggressive	59	15%	$6,578,042
Single Target date fund	342	65%	$22,606,269
Multiple Target date fund	10	2%	$2,176,437
Single Non-target date fund	22	4%	$2,316,121
Managed account	57	11%	$3,344,784

Fidelity recordkept data as of 12/31/2025 except where noted.
[1] Total participants and assets excluding plan level accounts such as forfeiture or revenue credit.
[2] Active includes current employees. Inactive includes participants not currently employed by the employer.
[3] Savings rate includes employee and employer contributions.
[4] Based on 2024 Non-Discrimination Testing (NDT) results.

How well are your employees saving for retirement?

Employee elective deferral sources and rates for SYMETRI USA, LLC

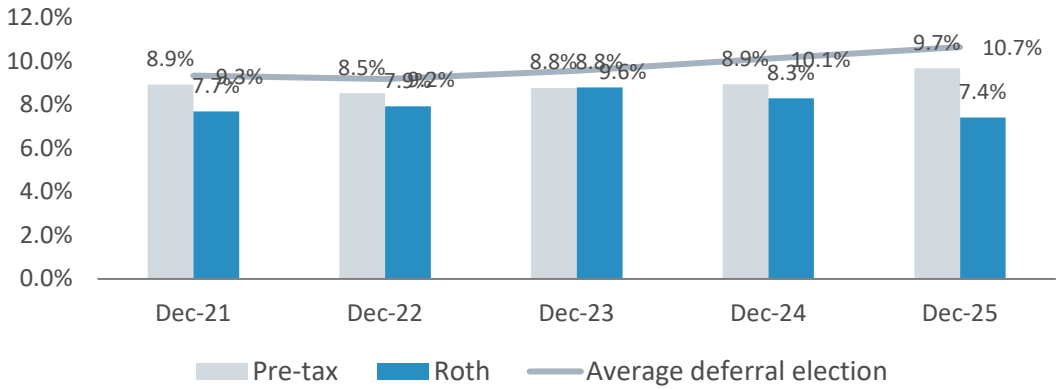
Savings | Cash Flow | Asset Allocation

385	10	10.7%	8.8%	93%
Active employees contributing[1]	Active employees *not* contributing	Active participants' average deferral election	Peer average deferral election	Peer average participants deferring

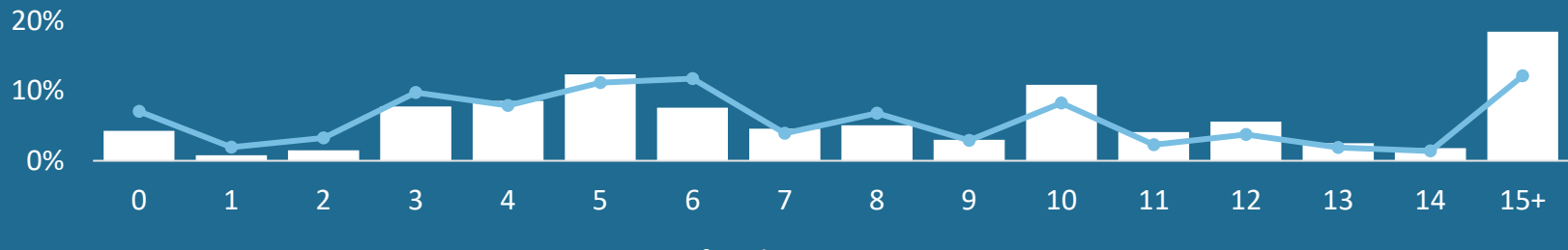
Deferral utilization by type

Pretax	Roth
88%	21%

Average deferral rate by type



Deferral Rates

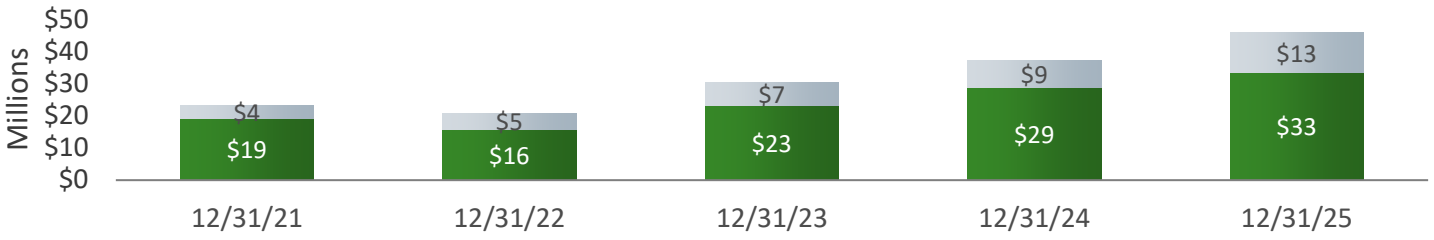


Data as-of 12/31/2025. Peer set is for 752 clients with 500-999 active participants.
Average deferral rate includes participants with > 0 balance, active status, percent deferrals only, excludes 0 and null deferrals
1 Active participants deferring based on Fidelity recordkept data from employee contribution history from the past 12 months – including pre-tax and Roth, if applicable.

How well are your employees saving for retirement?

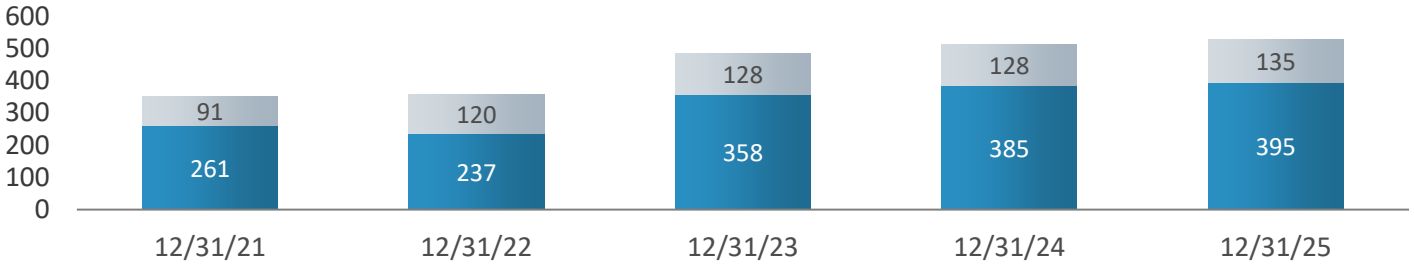
Historical trends on saving for retirement for SYMETRI USA, LLC

Total plan assets



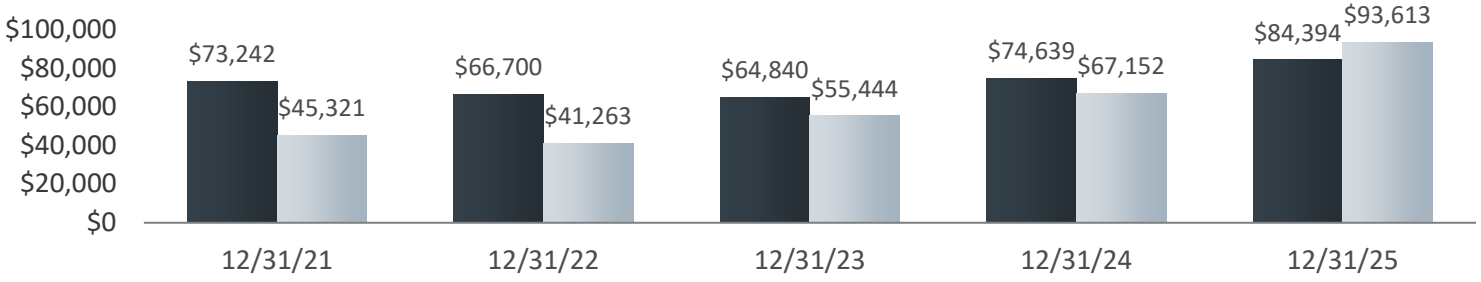
Active Inactive

Total plan participants



Active Inactive

Average balance



Active Inactive

Fidelity recordkept data as of 12/31/2025.

Making sense of the numbers

Cash flow summary for SYMETRI USA, LLC

Years	12/2021	12/2022	12/2023	12/2024	12/2025
Beginning balance	$17,956,834	$23,241,833	$20,761,352	$30,333,247	$37,353,520
Cash inflow					
Contributions	$3,501,834	$3,779,916	$6,876,934	$5,661,305	$7,206,289
Employee	$2,402,653	$2,343,709	$2,627,602	$3,631,967	$4,162,968
Pretax – including catch-up	$2,085,899	$2,037,590	$2,310,229	$3,057,995	$3,471,080
Roth	$316,753	$306,118	$317,372	$573,971	$691,887
After-tax	$0	$0	$0	$0	$0
Rollover	$324,401	$662,224	$3,381,988	$773,131	$1,543,001
Employer	$774,779	$773,983	$867,344	$1,256,207	$1,500,319
Revenue credit[1]	$511	$1,151	$2,896	$5,451	$6,712
Balance forward	$0	$0	$0	$0	$0
Net participant exchanges	$0	$0	$0	$0	$0
Loan repayments	$156,358	$72,828	$105,868	$202,088	$199,036
Interest on loans	$13,704	$11,075	$19,362	$23,836	$22,636
Transfers in	$102,280	$53	$12,021	$314	$561
Total cash inflow	$3,774,688	$3,865,025	$7,017,082	$5,892,997	$7,435,237
Cash outflow					
Net participant exchanges	$0	$0	$0	$0	$0
Loan withdrawals	($132,480)	($136,902)	($179,972)	($184,497)	($252,714)
Withdrawals	($1,212,905)	($1,465,462)	($1,772,854)	($3,426,904)	($5,460,766)
Hardship	($11,547)	($14,291)	($36,343)	($48,609)	($129,094)
Full payout	($764,299)	($1,342,521)	($1,420,202)	($2,734,885)	($5,228,422)
In-service/other	($437,058)	($108,648)	($316,308)	($643,409)	($103,249)
Fees[2]	($39,593)	($49,269)	($88,253)	($123,556)	($153,789)
Transfers out	($102,280)	($53)	($11,936)	$0	$0
Total cash outflow	($1,487,258)	($1,651,686)	($2,053,016)	($3,734,957)	($5,867,270)
Net cash flow	$2,287,429	$2,213,338	$4,964,066	$2,158,039	$1,567,967
Market action/other[3]	$2,997,568	($4,693,819)	$4,607,828	$4,862,233	$7,125,838
Ending balance	$23,241,833	$20,761,352	$30,333,247	$37,353,520	$46,047,325

$56,206
Forfeiture accounts[3]

$16,810
Revenue credit[4]

$1,033
Other suspense accounts[3]

Fidelity recordkept data as of 12/31/2025
[1]Revenue credit amount is comprised of recordkeeping offset from plan investment(s), net float income and/or any supplemental credits provided by Fidelity.
[2]May include Advisor, Consultant, Administrative, Recordkeeping, and Transaction Based Fees
[3]Includes Interest and Forfeiture Credits
[4]Balances in plan level accounts for forfeiture, revenue credit, or other plan level accounts. Balances are not held in a participant account.

Participant loan activity

Workplace loans assessment for SYMETRI USA, LLC

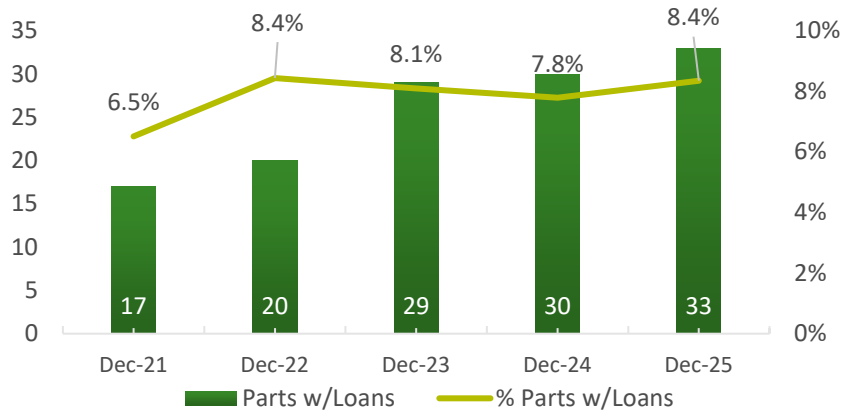
33
Active participants with a loan

0
Active participants with multiple loans

$0M
Active participant outstanding loans

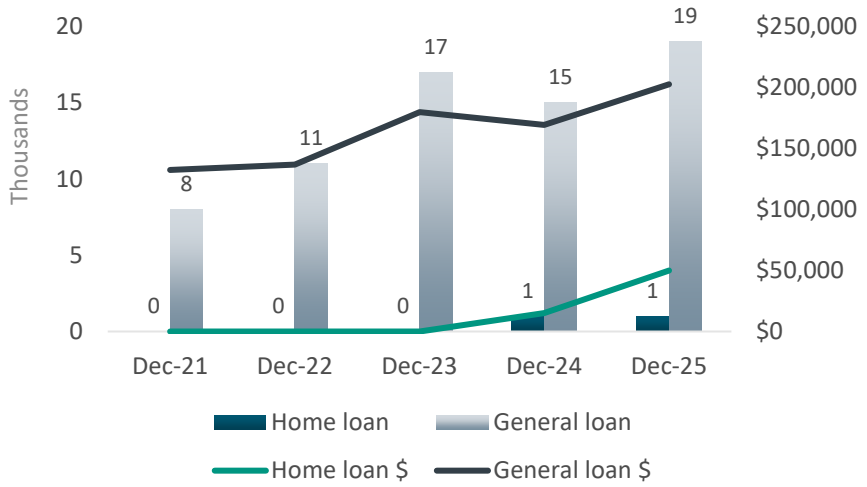
Outstanding loans

Last 5 years – Active participants



New loans: type & amount

Last 5 years



	12/31/21	12/31/22	12/31/23	12/31/24	12/31/25
Active participants with a balance	261	237	358	385	395
# loans held by active participants	17	20	29	30	33

8%
of active participants have at least one loan outstanding

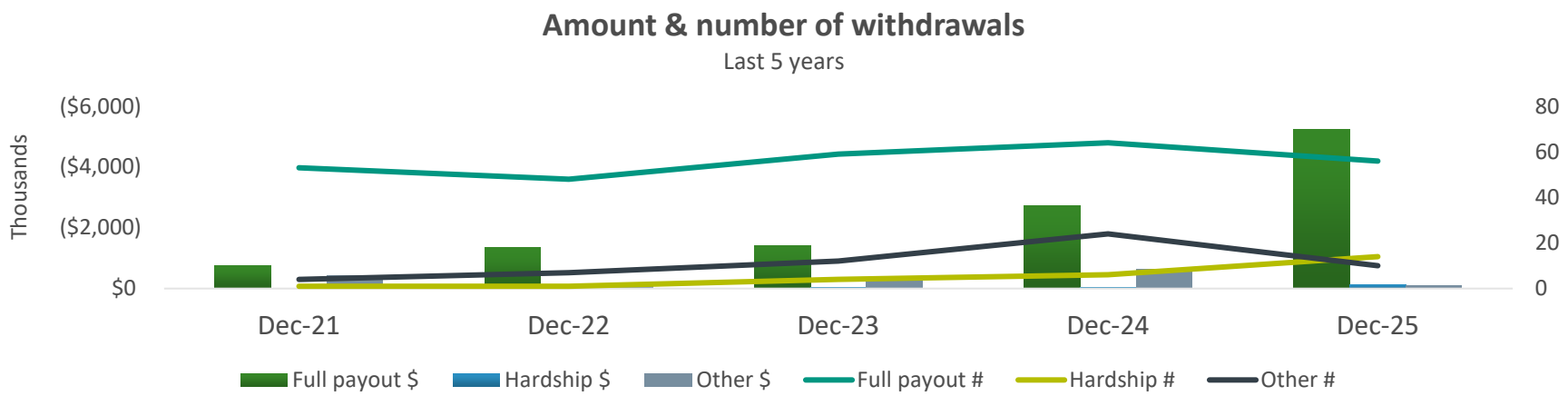
14%
Peer average

7%
Top performers

Fidelity recordkept data as of 12/31/2025.

Participant withdrawal activity

Withdrawals assessment for SYMETRI USA, LLC



Withdrawals summary	12/31/21	12/31/22	12/31/23	12/31/24	12/31/25
Participants	352	357	486	513	530
Total withdrawals	58 ($1,212,905)	56 ($1,465,462)	75 ($1,772,854)	94 ($3,426,904)	80 ($5,460,766)
Full payout	53 ($764,299) *13%[2] vs. 12% peers*	48 ($1,342,521) *11%[2] vs. 13% peers*	59 ($1,420,202) *10%[2] vs. 14% peers*	64 ($2,734,885) *10%[2] vs. 13% peers*	56 ($5,228,422) *9%[2] vs. 11% peers*
De minimis	7 ($15,208)	9 ($9,289)	17 ($38,487)	20 ($37,751)	0 $0
Hardship	1 ($11,547) *0%[2] vs. 1% peers*	1 ($14,291) *0%[2] vs. 1% peers*	4 ($36,343) *1%[2] vs. 2% peers*	6 ($48,609) *1%[2] vs. 2% peers*	14 ($129,094) *1%[2] vs. 2% peers*
Other[1]	4 ($437,058) *1%[2] vs. 2% peers*	7 ($108,648) *1%[2] vs. 2% peers*	12 ($316,308) *1%[2] vs. 2% peers*	24 ($643,409) *2%[2] vs. 3% peers*	10 ($103,249) *1%[2] vs. 4% peers*

Fidelity recordkept data as of 12/31/2025

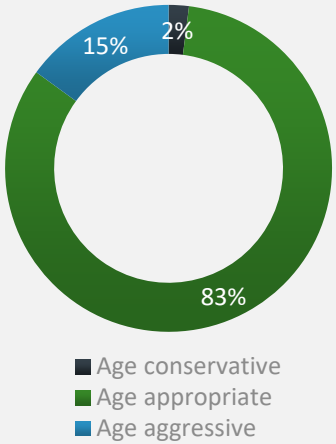
[1]Other includes all transactions that are not full payouts, hardships, or loans. Includes In-service, MRD, installment payments, 59 ½ withdrawals and other transactions types.

[2]Past 12 months, includes participants with a balance in the past 13 months.

How well are your employees investing for the future?

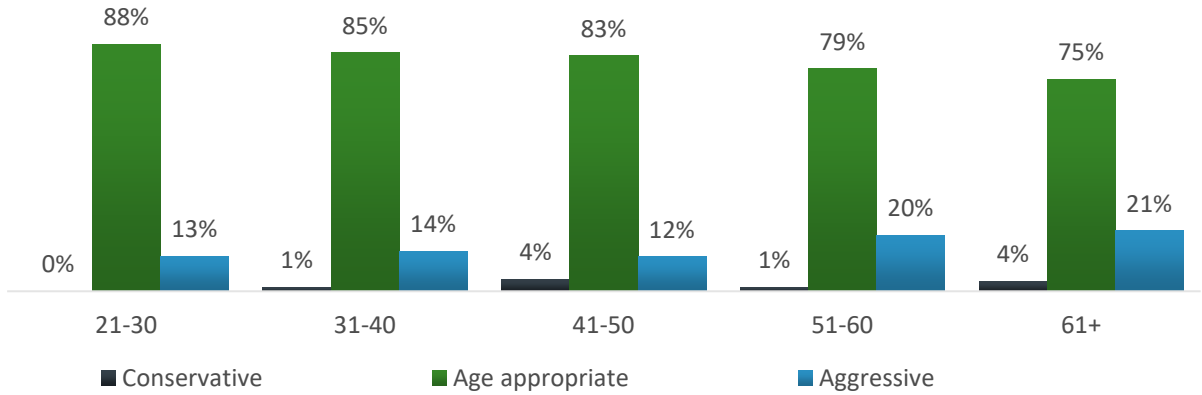
Asset allocation for SYMETRI USA, LLC

Allocation

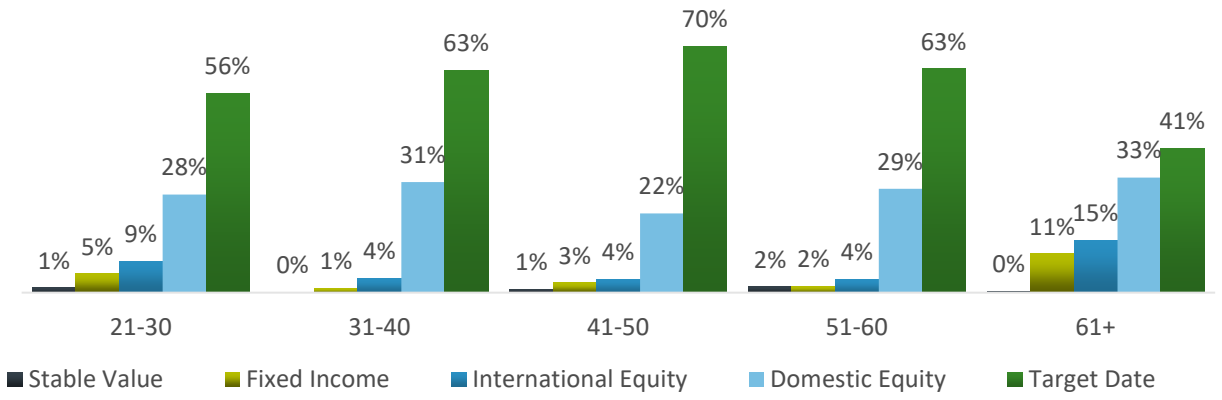


	Your plan	Peers
Age-conservative	2%	3%
Age-appropriate	83%	82%
Age-aggressive	15%	14%

Asset allocation by age[1]



Asset funds by type



Fidelity recordkept data as of 12/31/2025. Unknown data is not displayed (examples: fund equity information not available or age unknown).
[1]Participants with an age appropriate equity allocation compared to an age based glide path, or at least 80% invested in a single target date fund, or enrolled in a managed account as of 12/31/2025

Trend & data reporting definitions

Unless otherwise noted, data is as of 12/31/2025.

Trend and data reporting definitions:

"Participation Rate" is based on 2024 Non-Discrimination Testing.

"Participants with total savings rate >/equal to 15%" includes employee and employer contributions.

**"Age-Based Asset Allocation" includes participants with an age appropriate equity allocation, at least 80% invested in a single target date fund, or enrolled in a managed account. For "Asset Allocation" purposes, age appropriate equity allocation is defined as the participant's current age and equity holdings in a retirement portfolio compared with an example table containing age-based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 19% equity holdings 10-19 years after retirement. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. The indicator for asset allocation is determined by being within 10% (+ or -) of the Fidelity Equity Glide Path. We assume self-directed account balances (if any) are allocated 75% to equities, regardless of participant age and so the Asset Allocation Indicator has limited applicability for those affected participants. For purposes of this metric, participants enrolled in a managed account or invested greater than or equal to 80% of their account balance in a single target date fund are considered to have age appropriate equity allocation and meet the asset allocation criteria for OnPlan.

“Loan utilization rate” includes all active participants with a loan outstanding. Participants with more than one loan are only counted once.

"Planning & Advice engagement" include Active & Terminated participants that engaged in Planning & Advice during the 12 months ending 12/31/2025

"Participants that are fully digital ready" represents employees who have an email on file, have registered accounts on NetBenefits, have a mobile phone number on file and have given permission for electronic delivery.

“Peer” is based on clients in similar Fidelity market segment and participant count with the exception of HSA peer info which is based on all current Fidelity HSA clients.

“Industry” is based on NAICS codes reported on the Department of Labor Form 5500 for corporate defined contribution plans. Industry assignment for tax-exempt clients is based on a combination of NAICS codes and research.

“All Fidelity clients” is defined as Fidelity Workplace Investing client book of business.

Trends and data definitions

Note: All data presented in this Retirement Income module includes active and terminated/retired with a balance.

Data	Notes
Age 50+	All active and terminated/retired participants ages 50+ with a balance.
Age-based Asset Allocation	*"Age-Based Asset Allocation" includes participants with an age-appropriate equity allocation, at least 80% invested in a single target date fund, or enrolled in a managed account. For "Asset Allocation" purposes, age-appropriate equity allocation is defined as the participant's current age and equity holdings in a retirement portfolio compared with an example table containing age-based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 19% equity holdings 10-19 years after retirement. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. The indicator for asset allocation is determined by being within 10% (+ or -) of the Fidelity Equity Glide Path. We assume self-directed account balances (if any) are allocated 75% to equities, regardless of participant age and so the Asset Allocation Indicator has limited applicability for those affected participants. For purposes of this metric, participants enrolled in a managed account or invested greater than or equal to 80% of their account balance in a single target date fund are considered to have age-appropriate equity allocation and meet the asset allocation criteria for OnPlan.
% Target date strategy	Participants in target date strategy are those who are 100% invested into a single target date strategy.
% Managed Account / Personalized Planning & Advice	Any active participant enrolled in a managed account or PP&A as of the date.
% DIY (do it yourself)	Any participant not 100% in a target date fund (TDF) or strategy and not enrolled in a managed account / PP&A.
DIY unengaged	Any participant who has not engaged with any Fidelity channel in the past 12 or more months.

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Healthcare trend & data reporting definitions

Data	Notes
HSA average enrollment rate	Number of HSA enrolled employees divided by total eligible populations
HSA average account open rate	Number of HSA opened accounts divided by total HSA enrolled employees
HSA average contributions	Pre- and post-tax contributions for HSA opened accounts for the current period
HSA % of employees contributing	Number of employees contributing divided by total HSA opened accounts
HSA average net savings	Total employee and employer contributions minus withdrawals for the current period
HSA average account balance	Total assets divided by number of HSA opened accounts for the current period
HSA saver/spender	**Saver:** Saves at least 75% of contributions **Semi-saver:** Saves between 50%-74% of contributions **Semi-spender:** Saves between 25%-49% of contributions **Spender:** Saves less than 25% of contributions **No activity:** No contributions or withdrawals during period
HSA investor type	**Investor:** HSA enrolled employees with at least $1 of HSA funds invested in stocks, bonds and/or mutual funds **Non-investor:** HSA enrolled employees with 100% of HSA funds in FDIC insured deposits and/or money market funds
HSA invested balance	**Invested $:** $ allocated to stocks, bonds and/or mutual funds **Not invested $:** $ allocated in FDIC insured deposits and/or money market funds

Employee engagement channel data reporting definitions

Data	Notes
Total engagement	Percentage of unique active participants engaged via live or digital in past 12 months.
% engaged across multiple areas	% of unique active participants who engaged in more than one area within the past 12 months. Can include separate areas within the broader channel category (i.e., a visit to both a workshop and a 1:1 appointment would count as multiple area engagement).
Investor center appointments	Virtual appointment, off-site meeting, branch walk-in, or appointment with an associate part of the branch business unit.
Rep-led on-site/off-site	Virtual and live or Webex workshops and 1:1: appointments with retirement consultants.
Virtual education	A subset of workshop data. Includes education via on-demand, self-paced learning videos, and off-site workshops. • Webinar/webcasts: Pre-recorded Webex sessions available on-demand. • Brainshark/on-demand: Self-paced learning modules, typically shorter in length.
NetBenefits®	Planning and Guidance Center Usage of one of the tools: Investment Portfolio Review, College Planning Tool, Distribution Advice Tool, Integrated Retirement Experience, Saving for a Goal, or Income Strategy Evaluator.
	Financial wellness experience Unique participants who engaged with financial wellness topics, life events, and the Learn Hub.
Phone representative	Service Phone Rep A unique participant called into a phone rep about either a DC, TEM, Authorization, or RBS (like SDB or Distribution Call) product call in the last 12 months.
	Planning and Advice Consultant phone rep A unique participant called into a phone rep and the phone rep used one of the above PGC tools in the last 12 months. (Executive Insights includes Planning & Advice, for anyone with a balance or active in past 13 months.)

Important additional information

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Because the administration of an HSA is a taxpayer responsibility, you are strongly encouraged to consult your tax advisor before opening an HSA. You are also encouraged to review information available from the Internal Revenue Service (IRS) for taxpayers, which can be found on the IRS website at IRS.gov. You can find IRS Publication 969, *Health Savings Accounts and Other Tax-Favored Health Plans*, and IRS Publication 502, *Medical and Dental Expenses*, online, or you can call the IRS to request a copy of each at 800.829.3676.

For "Asset Allocation" purposes, age appropriate equity allocation is defined as the participant's current age and equity holdings in a retirement portfolio compared with an example table containing age-based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 19% equity holdings 10-19 years after retirement. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. The indicator for asset allocation is determined by being within 10% (+ or -) of the Fidelity Equity Glide Path. We assume self-directed account balances (if any) are allocated 75% to equities, regardless of participant age and so the Asset Allocation Indicator has limited applicability for those affected participants. For purposes of this metric, participants enrolled in a managed account or invested greater than or equal to 80% of their account balance in a single target date fund are considered to have age appropriate equity allocation. Investors should allocate assets based on individual risk tolerance, investment time horizon and personal financial situation. A particular asset allocation may be achieved by using different allocations in different accounts or by using the same one across multiple accounts.

"OnPlan" represents active participants who have contributions of a total minimum savings rate of 10%, and/or invested in an appropriate age-based equity allocation, or at least 80% invested in a single target date fund, or enrolled in a managed account.

Peer data is based on clients in similar Fidelity market segment and participant count.

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Generally, among asset classes stocks are more volatile than bonds or short-term instruments and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments. Although the bond market is also volatile, lower-quality debt securities including leveraged loans generally offer higher yields compared to investment grade securities, but also involve greater risk of default or price changes. Foreign markets can be more volatile than U.S. markets due to increased risks of adverse issuer, political, market or economic developments, all of which are magnified in emerging markets.

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Data reporting definitions

Engagement levels

Examples, not exhaustive:

Deeply Unengaged	Unengaged	Basic Engaged	Education Engaged	Highly Engaged
Unengaged for 2 years • No digital login • No inbound phone contact	Unengaged for over 1 year • No digital login • No inbound phone contact	• NetBenefits or Fidelity.com login • Inbound phone call	NetBenefits • Learn Hub visits • Library article or video view • Portfolio analysis • Research use • Engager • PP&A Advisory Dashboard visit • Financial Wellness topic pages view • Life Events visit • Student Debt tool visit	• Self-led or rep-led tool completion • Phone consultation • Onsite 1:1 • Branch appointment or visit • Workshop attendance • Financial Wellness checkup completion • PP&A enrollment or individualized preferences questionnaire update • Journey space interactions • Goal Booster usage

Important notes

Measurement period for all Marketing and Niche campaigns is 30 days.

“Are fully digital ready and meet all 4 criteria” definition: The percent of participants with a complete Digital Contact Information (DCI) profile meaning they have all of the following: they have registered their NetBenefits® account by establishing a username and password, have a mobile phone number on file (valid numbers only), either a work or personal email on file, have provided consent for all statements, required disclosures, and tax forms to be sent via email.

Action rate definitions:

- Participation: Action rate includes new enrollments.
- Savings: Action rate includes deferral increases.
- Asset Allocation: Action rate includes asset allocation changes.
- Broader Help & Support: Action rate includes new enrollments, deferral increases, asset allocation changes, and engagement in help.

Market Peer definition: clients of the same Market segment with similar participant counts.

Industry Peer definition: clients of the same Industry with similar participant counts.

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Fidelity Workplace Services LLC

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Additional important information

Operational Excellence Assessment

Your peer set is Emerging market plans with 500-999 active participants.

Fidelity book of business defined as industry standard average across all Fidelity DC plans and clients (and 'Enabled' for plan design features).

Retirement Plan Summary data reporting definitions

Term	Definition
Achieving 15% savings	Participants who have a total savings rate of at least 15%, including employee and employer contributions.
Active	Number of employed participants with an active status and a balance, total assets, and average balance.
Active parts deferring	Numerator determined by participants who are actively employed, with an employee pre-tax and/or Roth contribution during the time period, with a balance. The Percent uses the count of active participants deferring / total active participants including zero balance active participants.
Age aggressive	Participants with an equity allocation that is 10%+ more aggressive compared to an age based glide path, and less than 80% invested in single target date fund (TDF) and not enrolled in a managed account – number and amount. See Age Based in Important Additional Information.
Age appropriate	Participants with an age appropriate equity allocation compared to an age-based glide path, or at least 80% invested in single target date fund (TDF) or enrolled in a managed account – number and amount. See age-based in Important Additional Information.
Age conservative	Participants with an equity allocation that is 10%+ more conservative compared to an age based glide path, and less than 80% invested in single target date fund (TDF) and not enrolled in a managed account – number and amount. See age-based in Important Additional Information.
Automatic enrollment	Participants who enrolled through automatic enrollment.
Average deferral election	The average of elected deferral percentages on file in the Fidelity recordkeeping system, including active participants with a balance and 0% deferrals.
Average deferral rate	For plans using the Fidelity NDT service, average deferral rate is calculated by using data available from the NDT system and participants currently on file in Fidelity's recordkeeping system. Average deferral rate of participants shown here may not correspond with actual NDT results.
Catch up	Catch up represents eligible participants who have met a statutory or plan-imposed limit and are making additional Roth and/or pre-tax elective deferrals pursuant to an age-50 catch-up election. Employer contributions are based on the last 12 months and include matching contributions and profit sharing contributions made by the employer on behalf of the participant.
Company stock	Participants who hold company stock – number and amount.

Retirement Plan Summary data reporting definitions

Term	Definition
Easy enrolled	Participants who enrolled through Easy Enroll.
Employee – cash flow	Participants who had employee contributions in the last 12 months – number and amount.
Employer – cash flow	Participants who had employer contributions in the last 12 months – number and amount.
Inactive	Number of participants with a balance not currently employed by the employer, total assets and average balance. Includes terminated, QDRO, or beneficiary participants.
Loan – OUT	Participants who have OUT loans – number and amount.
Loans – new	Participants who took out new loans – number and amount.
Managed account	Participants who are enrolled in a managed account – number and amount.
Multiple target date funds	Participants who hold multiple target date funds – number and amount.
New parts enrolled	New participants enrolled at Fidelity.
Other	Participants who enrolled other ways, including employee contribution made, auto enrollment opt-outs, deferral on file, first contribution date on file, or an enrollment method is not on file possibly due to date of original enrollment.
Participation rate	For plans using the Fidelity Non-discrimination Test NDT service, participation rate is calculated by using data available from the NDT system and participants currently on file in Fidelity's recordkeeping system. Actively participating employees on Fidelity system that were included in the NDT process and total eligible participants on Fidelity system that were included in NDT process.
Repayments	Participants who repaid loans – number and amount.
Rollovers cash flow	Participants who had Rollover contributions in the last 12 months – number and amount.
Self-directed brokerage	Participants who have a self-directed brokerage (SDB) account – number and amount.
Self-enrolled	Participants who enrolled themselves.
Single fund – non TDF	Participants who hold a single fund that is not TDF – number and amount.
Single TDF	Participants who hold all their assts in a single TDF – number and amount.

Retirement Plan Summary data reporting definitions

Term	Definition
Total – cash flow	Participants who made contributions in the last 12 months – number and amount.
Total plan participants, assets, avg balance	Number of participants with a balance, total assets, and average balance. Excludes any plan level accounts including forfeiture and revenue credit.
Withdrawals – full payout	Participants who took Full Payout withdrawals in the last 12 months – number and amount.
Withdrawals - hardship	Participants who made hardship withdrawals in the last 12 months – number and amount.
Withdrawals – other	Participants who made other withdrawals in the last 12 months – number and amount. Other includes all transactions that are not full payouts, hardships, or loans. Includes in-service, required minimum distributions, installment payments, 59 ½ withdrawals and other transactions types.
Withdrawals - total	Participants who made withdrawals in the last 12 months – number and amount.

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