Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1988

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)
TECO-WESTINGHOUSE MOTOR COMPANY

5100 N INTERSTATE HWY 35
ROUND ROCK, TX 78681

2b Employer Identification Number (EIN)
74-2482708

2c Plan Sponsor's telephone number
512-218-7231

2d Business code (see instructions)
335900

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

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

3b Administrator's EIN

3c Administrator's telephone number

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

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	370
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)**	253
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	253
b	Retired or separated participants receiving benefits	**6b**	6
c	Other retired or separated participants entitled to future benefits	**6c**	105
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	364
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	365
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)**	357
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)**	350
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

2E 2F 2G 2J 2K 2S 2T 3H 3D 2R

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
TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TECO-WESTINGHOUSE MOTOR COMPANY

D Employer Identification Number (EIN)
74-2482708

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65 71	RECORDKEEPER	47224	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

SAGEVIEW ADVISORY GROUP LLC

33-0818667

(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	38000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

Part I Service Provider Information (continued)

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

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

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MORGAN STANLEY INSIGHT A 522 FIFTH AVE, 4TH FL NEW YORK, NY 10036	0.40%

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

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

A Name of plan
TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
TECO-WESTINGHOUSE MOTOR COMPANY

D Employer Identification Number (EIN)
74-2482708

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: SCHWAB IDX RET 2025

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-014	C	4656612

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2050

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-019	C	2542309

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2010

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-011	C	160225

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2020

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-013	C	4739243

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2045

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-018	C	2243448

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2055

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-021	C	1273253

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2015

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

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)
81-0625169-012	C	787232

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2030

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-015	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6079499

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2035

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-016	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5459019

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2040

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-017	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3430867

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2060

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-023	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 285058

a Name of MTIA, CCT, PSA, or 103-12 IE: GALLIARD STBLE RTN C

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

c EIN-PN 52-2250946-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5806446

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2065

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-025	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 254303

a Name of MTIA, CCT, PSA, or 103-12 IE: MFS MID CAP GROWTH 2

b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY

c EIN-PN 57-1187281-022	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 283310

a Name of MTIA, CCT, PSA, or 103-12 IE: MFS GROWTH EQUITY 2

b Name of sponsor of entity listed in (a): MFS HERITAGE TRUST COMPANY

c EIN-PN 57-1187281-015	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1076913

a Name of MTIA, CCT, PSA, or 103-12 IE: SCHWAB IDX RET 2065

b Name of sponsor of entity listed in (a): CHARLES SCHWAB BANK

c EIN-PN 81-0625169-024	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

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

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

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

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

a Plan name

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

a Plan name

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

a Plan name

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

a Plan name

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

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a Plan name

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

a Plan name

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

a Plan name

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TECO-WESTINGHOUSE MOTOR COMPANY

D Employer Identification Number (EIN)
74-2482708

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	542199	304461
(2) U.S. Government securities	1c(2)	10904	10929
(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)	835506	943084
(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)	1034960	1039901
(9) Value of interest in common/collective trusts	1c(9)	36466586	39077737
(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)	9242158	10916166
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	1214

		(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	48132313	52293492
Liabilities			
1g Benefit claims payable	1g	0	0
1h Operating payables	1h	0	0
1i Acquisition indebtedness	1i	0	0
1j Other liabilities	1j	95	95
1k Total liabilities (add all amounts in lines 1g through1j)	1k	95	95
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	48132218	52293397

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)	783969	
(B) Participants	2a(1)(B)	1828391	
(C) Others (including rollovers)	2a(1)(C)	372750	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2985110
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	26635	
(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)	85019	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		111654
(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	9246	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	338954	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		348200
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	688938	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	655881	
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		33057
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	114824	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		114824

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		4766319
(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)		1011842
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		9371006
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5113999	
(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)		5113999
f Corrective distributions (see instructions)	2f		4397
g Certain deemed distributions of participant loans (see instructions)	2g		6703
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)	46728	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	35000	
(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)	3000	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		84728
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5209827
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		4161179
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: BAUER & COMPANY **(2)** EIN: 47-1743368

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		273664
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

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
TECO-WESTINGHOUSE MOTOR COMPANY 401(K) EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
TECO-WESTINGHOUSE MOTOR COMPANY

D Employer Identification Number (EIN)
74-2482708

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 .

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Financial Statements and Supplemental Schedules

(With Independent Auditors' Report)

December 31, 2025 and 2024

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Index to Financial Statements and Supplemental Schedules
December 31, 2025 and 2024

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BAUER & COMPANY
audit & accounting services

Independent Auditors' Report

To the Plan Administrator
of TECO-Westinghouse Motor Company 401(k) Employee Savings Plan:

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

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

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 year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held for Investment Purposes at End of Year as of December 31, 2025 and Delinquent Participant Contributions are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion -

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Bauer & Company, LLC

BAUER & COMPANY, LLC
Austin, Texas
October 14, 2026

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
Assets		
Investments, at fair value	$ 51,253,495	$ 47,097,258
Receivables:		
Employer contributions receivable	-	10,787
Notes receivable from participants	1,039,901	1,034,960
Total receivables	1,039,901	1,045,747
Total assets	52,293,396	48,143,005
Liabilities		
Excess contributions payable	-	7,047
Total liabilities	-	7,047
Net assets available for benefits	$ 52,293,396	$ 48,135,958

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets attributable to:		
Investment income		
Net appreciation in fair value of investments	$	5,976,748
Interest and dividends		324,128
Total investment income		6,300,876
Interest income on notes receivable from participants		85,019
Contributions		
Employer		773,182
Participants		1,828,391
Rollovers		372,750
Total contributions		2,974,323
Total additions		9,360,218
Deductions from net assets attributable to:		
Benefits paid to participants		5,111,349
Deemed distributions		6,703
Administrative expenses		84,728
		5,202,780
Net increase		4,157,438
Net assets available for benefits:		
Beginning of the year		48,135,958
End of year	$	52,293,396

See accompanying notes and independent auditors' report.

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings 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

TECO-Westinghouse, Inc. (the "Plan Sponsor") adopted the Plan effective January 1, 1988. The Plan was amended and restated effective January 1, 2026 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the "Plan Administrator"). The Plan assets are held by Fidelity Management Trust Company (the "Trustee").

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant's elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit, as permitted by the Internal Revenue Code of 1986, as amended ("IRC"). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant's compensation contributed and 50% of the next 2% of the eligible participant's compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor's Board of Directors. No discretionary contributions were approved or made for 2025.

Note 1 – Description of the Plan (continued)

Participant Accounts
Individual accounts are maintained for each plan participant. Each participant's account is credited with the participant's contribution and allocations of (a) the Plan Sponsor's contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Rollovers and Transfers
Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting
Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor's discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants
Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of 50% of their vested account balance or $50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant's account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits
Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants' spouse or beneficiary), (3) disability of the participant, or (4) the participant's retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than $5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than $5,000, but in excess of $1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts
The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2025 and 2024, the available forfeited non-vested accounts totaled $2,172 and $9,545, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2025, $4,748 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination
Although it has not expressed any intent to do so, the Plan Sponsor 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 accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies

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

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

Note 2 – Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition
Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

Payment of Benefits
Benefits are recorded when paid.

Notes Receivable from Participants
Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses
Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation of fair value of investments.

Risks and Uncertainties
Financial instruments which potentially subject the Plan to concentrations of credit risk consist primarily of investment securities in which the Plan invests. 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 values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

Note 3 – Information Certified by the Trustee (continued)

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2025 and 2024.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2025.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2025.

The Plan's independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service ("IRS") to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax 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. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which 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 asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

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

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

Note 5 – Fair Value Measurements (continued)

- Level three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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.

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value ("NAV") of units of the collective trust. The net asset value 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.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 10,681,567	$ -	$ -	$ 10,681,567
Money market	11,631	-	-	11,631
Self-directed brokerage fund	1,482,559	-	-	1,482,559
Total assets in the fair value hierarchy	$ 12,175,757	$ -	$ -	12,175,757
Investment measured at NAV				39,077,738
				$ 51,253,495

Note 5 – Fair Value Measurements (continued)

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 9,194,066	$ -	$ -	$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	$ 10,630,672	$ -	$ -	10,630,672
Investment measured at NAV				36,466,586
				$ 47,097,258

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

Investments measured at net asset value	Fair Value at December 31, 2025	Fair Value at December 31, 2024	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	$ 39,077,738	$ 36,466,586	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan's operations.

Note 7 – Prohibited Transactions

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $14,403 in loan repayments and $25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 7 – Prohibited Transactions (continued)

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of $10,344. The Plan Sponsor corrected the missed contributions along with earnings and interest in in January 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of $10,344 as of December 31, 20254.

During 2024, the Plan Sponsor identified one participant who did not have their automatic deferral rate set up in payroll system properly. As result, the participant missed contributions totaling $443. The Plan Sponsor remitted to the missed contributions along with lost earnings and interest in July 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of $443 as of December 31, 20254.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of $3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions of $3,325 that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of $3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net assets available for benefits per the financial statements	$ 52,293,396	$ 48,135,958
Corrective employer contributions receivable	-	(10,787)
Excess employer contributions payable	-	7,047
Rounding	1	-
Net assets available for benefits per Schedule H on Form 5500	$ 52,293,397	$ 48,132,218

The following is a reconciliation of net increase per the financial statements to net income per Form 5500 for the year ended December 31, 2025:

Net increase per financial statements	$ 4,157,438
Corrective employer contributions in 2024	10,787
Corrective distributions in 2024	(7,047)
Net income per Form 5500	$ 4,161,178

Note 11 – Subsequent Events

The Plan evaluated events that occurred subsequent to the date of the statement of net assets available for benefits, but before the financial statements are issued, for possible adjustment to the financial statements or other disclosure. This evaluation generally occurs through the date at which the Plan's financial statements are available to be issued, which was October 14, 2026 for the financial statements as of and for the year ended December 31, 2025. There were no subsequent events that required adjustment to or disclosure in the financial statements, except as described below.

Effective January 1, 2026, the Plan was amended and restated under Fidelity's pre-approved plan document. Among the changes, the Plan discontinued its Eligible Automatic Contribution Arrangement (EACA), subject to transitional withdrawal rights for participants automatically enrolled before January 1, 2026. The amendment also incorporates updated plan provisions; however, the document does not specifically identify the restatement as a SECURE 2.0 amendment.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Assets Held for Investment Purposes at End of Year
Schedule H, Line 4i
December 31, 2025
(Unaudited)

(a)	(b) Identity of Issuer, Borrower, Lesser of Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	(d) Cost	(e) Current Value
	Money market			
*	Fidelity	Fidelity Government Money Market K6	**	**$ 11,631**
	Common collective trust funds			
	Galliard	Galliard Stable Return C	**	5,806,446
	MFS	MFS Growth Equity 2	**	1,076,913
	MFS	MFS Mid Cap Growth 2	**	283,311
	Schwab	Schwab Indexed Retirement Trust Fund 2010	**	160,225
	Schwab	Schwab Indexed Retirement Trust Fund 2015	**	787,232
	Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,739,243
	Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,656,612
	Schwab	Schwab Indexed Retirement Trust Fund 2030	**	6,079,499
	Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,459,019
	Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,430,867
	Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,243,448
	Schwab	Schwab Indexed Retirement Trust Fund 2050	**	2,542,309
	Schwab	Schwab Indexed Retirement Trust Fund 2055	**	1,273,253
	Schwab	Schwab Indexed Retirement Trust Fund 2060	**	285,058
	Schwab	Schwab Indexed Retirement Trust Fund 2065	**	254,303
				39,077,738
	Self-directed brokerage fund			
*	Fidelity	Blnk Brokeragelink	**	**1,482,559**
	Mutual funds			
	Putnam	Putnam Small Cap Growth R6	**	141,379
	Clear Bridge	ClearBridge International Growth Fund Class IS	**	293,853
	Vanguard	Vanguard Institutional Index Fund	**	5,805,694
	Vanguard	Vanguard Total Bond Market Index Fund	**	426,879
	Vanguard	Vanguard Equity-Income Fund	**	761,095
	Vanguard	Vanguard Small-Cap Index Fund	**	397,460
	Vanguard	Vanguard Mid-Cap Index Fund	**	976,182
	Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	45,988
	Vanguard	Vanguard Total International Stock Index Fund	**	746,434
	MFS	MFS Mid Cap Value Fund Class R6	**	204,522
	JP Morgan	JPMorgan Core Bond Fund R6	**	738,501
	MFS	MFS New Discovery Value Fund Class R6	**	143,580
				10,681,567
*	**Notes receivable from participants**	Interest rates ranging from 4.25% to 10.50%	-	**1,039,901**
	Total assets held for investment purposes			**$ 52,293,396**

* Party-in-interest
** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Delinquent Participant Contributions
Schedule H, Line 4a
December 31, 2025
(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 195,598	$ -	$ -	$ 195,598	$ -
2024	$ 76,524	$ -	$ -	$ 76,524	$ -
2023	$ 1,542	$ -	$ -	$ 1,542	$ -

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $25,935 in employer contributions, and $14,403 in loan repayments were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Financial Statements and Supplemental Schedules

(With Independent Auditors' Report)

December 31, 2025 and 2024

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
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December 31, 2025 and 2024

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Independent Auditors' Report

To the Plan Administrator
of TECO-Westinghouse Motor Company 401(k) Employee Savings Plan:

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

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

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 year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held for Investment Purposes at End of Year as of December 31, 2025 and Delinquent Participant Contributions are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion -

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Bauer & Company, LLC

BAUER & COMPANY, LLC
Austin, Texas
October 14, 2026

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
Assets		
Investments, at fair value	$ 51,253,495	$ 47,097,258
Receivables:		
Employer contributions receivable	-	10,787
Notes receivable from participants	1,039,901	1,034,960
Total receivables	1,039,901	1,045,747
Total assets	52,293,396	48,143,005
Liabilities		
Excess contributions payable	-	7,047
Total liabilities	-	7,047
Net assets available for benefits	$ 52,293,396	$ 48,135,958

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets attributable to:		
Investment income		
Net appreciation in fair value of investments	$	5,976,748
Interest and dividends		324,128
Total investment income		6,300,876
Interest income on notes receivable from participants		85,019
Contributions		
Employer		773,182
Participants		1,828,391
Rollovers		372,750
Total contributions		2,974,323
Total additions		9,360,218
Deductions from net assets attributable to:		
Benefits paid to participants		5,111,349
Deemed distributions		6,703
Administrative expenses		84,728
		5,202,780
Net increase		4,157,438
Net assets available for benefits:		
Beginning of the year		48,135,958
End of year	$	52,293,396

See accompanying notes and independent auditors' report.

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings 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

TECO-Westinghouse, Inc. (the "Plan Sponsor") adopted the Plan effective January 1, 1988. The Plan was amended and restated effective January 1, 2026 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the "Plan Administrator"). The Plan assets are held by Fidelity Management Trust Company (the "Trustee").

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant's elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit, as permitted by the Internal Revenue Code of 1986, as amended ("IRC"). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant's compensation contributed and 50% of the next 2% of the eligible participant's compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor's Board of Directors. No discretionary contributions were approved or made for 2025.

Note 1 – Description of the Plan (continued)

Participant Accounts
Individual accounts are maintained for each plan participant. Each participant's account is credited with the participant's contribution and allocations of (a) the Plan Sponsor's contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Rollovers and Transfers
Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting
Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor's discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants
Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of 50% of their vested account balance or $50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant's account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits
Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants' spouse or beneficiary), (3) disability of the participant, or (4) the participant's retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than $5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than $5,000, but in excess of $1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts
The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2025 and 2024, the available forfeited non-vested accounts totaled $2,172 and $9,545, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2025, $4,748 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination
Although it has not expressed any intent to do so, the Plan Sponsor 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 accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies

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

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

Note 2 – Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition
Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

Payment of Benefits
Benefits are recorded when paid.

Notes Receivable from Participants
Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses
Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation of fair value of investments.

Risks and Uncertainties
Financial instruments which potentially subject the Plan to concentrations of credit risk consist primarily of investment securities in which the Plan invests. 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 values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

Note 3 – Information Certified by the Trustee (continued)

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2025 and 2024.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2025.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2025.

The Plan's independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service ("IRS") to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax 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. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which 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 asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

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

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

Note 5 – Fair Value Measurements (continued)

- Level three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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.

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value ("NAV") of units of the collective trust. The net asset value 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.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 10,681,567	$ -	$ -	$ 10,681,567
Money market	11,631	-	-	11,631
Self-directed brokerage fund	1,482,559	-	-	1,482,559
Total assets in the fair value hierarchy	$ 12,175,757	$ -	$ -	12,175,757
Investment measured at NAV				39,077,738
				$ 51,253,495

Note 5 – Fair Value Measurements (continued)

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 9,194,066	$ -	$ -	$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	$ 10,630,672	$ -	$ -	10,630,672
Investment measured at NAV				36,466,586
				$ 47,097,258

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

Investments measured at net asset value	Fair Value at December 31, 2025	Fair Value at December 31, 2024	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	$ 39,077,738	$ 36,466,586	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan's operations.

Note 7 – Prohibited Transactions

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $14,403 in loan repayments and $25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 7 – Prohibited Transactions (continued)

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of $10,344. The Plan Sponsor corrected the missed contributions along with earnings and interest in in January 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of $10,344 as of December 31, 20254.

During 2024, the Plan Sponsor identified one participant who did not have their automatic deferral rate set up in payroll system properly. As result, the participant missed contributions totaling $443. The Plan Sponsor remitted to the missed contributions along with lost earnings and interest in July 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of $443 as of December 31, 20254.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of $3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions of $3,325 that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of $3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net assets available for benefits per the financial statements	$ 52,293,396	$ 48,135,958
Corrective employer contributions receivable	-	(10,787)
Excess employer contributions payable	-	7,047
Rounding	1	-
Net assets available for benefits per Schedule H on Form 5500	$ 52,293,397	$ 48,132,218

The following is a reconciliation of net increase per the financial statements to net income per Form 5500 for the year ended December 31, 2025:

Net increase per financial statements	$ 4,157,438
Corrective employer contributions in 2024	10,787
Corrective distributions in 2024	(7,047)
Net income per Form 5500	$ 4,161,178

Note 11 – Subsequent Events

The Plan evaluated events that occurred subsequent to the date of the statement of net assets available for benefits, but before the financial statements are issued, for possible adjustment to the financial statements or other disclosure. This evaluation generally occurs through the date at which the Plan's financial statements are available to be issued, which was October 14, 2026 for the financial statements as of and for the year ended December 31, 2025. There were no subsequent events that required adjustment to or disclosure in the financial statements, except as described below.

Effective January 1, 2026, the Plan was amended and restated under Fidelity's pre-approved plan document. Among the changes, the Plan discontinued its Eligible Automatic Contribution Arrangement (EACA), subject to transitional withdrawal rights for participants automatically enrolled before January 1, 2026. The amendment also incorporates updated plan provisions; however, the document does not specifically identify the restatement as a SECURE 2.0 amendment.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Assets Held for Investment Purposes at End of Year
Schedule H, Line 4i
December 31, 2025
(Unaudited)

(a)	(b) Identity of Issuer, Borrower, Lesser of Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	(d) Cost	(e) Current Value
	Money market			
*	Fidelity	Fidelity Government Money Market K6	**	**$ 11,631**
	Common collective trust funds			
	Galliard	Galliard Stable Return C	**	5,806,446
	MFS	MFS Growth Equity 2	**	1,076,913
	MFS	MFS Mid Cap Growth 2	**	283,311
	Schwab	Schwab Indexed Retirement Trust Fund 2010	**	160,225
	Schwab	Schwab Indexed Retirement Trust Fund 2015	**	787,232
	Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,739,243
	Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,656,612
	Schwab	Schwab Indexed Retirement Trust Fund 2030	**	6,079,499
	Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,459,019
	Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,430,867
	Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,243,448
	Schwab	Schwab Indexed Retirement Trust Fund 2050	**	2,542,309
	Schwab	Schwab Indexed Retirement Trust Fund 2055	**	1,273,253
	Schwab	Schwab Indexed Retirement Trust Fund 2060	**	285,058
	Schwab	Schwab Indexed Retirement Trust Fund 2065	**	254,303
				39,077,738
	Self-directed brokerage fund			
*	Fidelity	Blnk Brokeragelink	**	**1,482,559**
	Mutual funds			
	Putnam	Putnam Small Cap Growth R6	**	141,379
	Clear Bridge	ClearBridge International Growth Fund Class IS	**	293,853
	Vanguard	Vanguard Institutional Index Fund	**	5,805,694
	Vanguard	Vanguard Total Bond Market Index Fund	**	426,879
	Vanguard	Vanguard Equity-Income Fund	**	761,095
	Vanguard	Vanguard Small-Cap Index Fund	**	397,460
	Vanguard	Vanguard Mid-Cap Index Fund	**	976,182
	Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	45,988
	Vanguard	Vanguard Total International Stock Index Fund	**	746,434
	MFS	MFS Mid Cap Value Fund Class R6	**	204,522
	JP Morgan	JPMorgan Core Bond Fund R6	**	738,501
	MFS	MFS New Discovery Value Fund Class R6	**	143,580
				10,681,567
*	**Notes receivable from participants**	Interest rates ranging from 4.25% to 10.50%	-	**1,039,901**
	Total assets held for investment purposes			**$ 52,293,396**

* Party-in-interest
** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Delinquent Participant Contributions
Schedule H, Line 4a
December 31, 2025
(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 195,598	$ -	$ -	$ 195,598	$ -
2024	$ 76,524	$ -	$ -	$ 76,524	$ -
2023	$ 1,542	$ -	$ -	$ 1,542	$ -

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $25,935 in employer contributions, and $14,403 in loan repayments were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Financial Statements and Supplemental Schedules

(With Independent Auditors' Report)

December 31, 2025 and 2024

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
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December 31, 2025 and 2024

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BAUER & COMPANY
audit & accounting services

Independent Auditors' Report

To the Plan Administrator
of TECO-Westinghouse Motor Company 401(k) Employee Savings Plan:

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

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

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 year ended December 31, 2025, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held for Investment Purposes at End of Year as of December 31, 2025 and Delinquent Participant Contributions are presented for purposes of additional analysis and are not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion -

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Bauer & Company, LLC

BAUER & COMPANY, LLC
Austin, Texas
October 14, 2026

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan

Statements of Net Assets Available for Benefits

December 31, 2025 and 2024

	2025	2024
Assets		
Investments, at fair value	$ 51,253,495	$ 47,097,258
Receivables:		
Employer contributions receivable	-	10,787
Notes receivable from participants	1,039,901	1,034,960
Total receivables	1,039,901	1,045,747
Total assets	52,293,396	48,143,005
Liabilities		
Excess contributions payable	-	7,047
Total liabilities	-	7,047
Net assets available for benefits	$ 52,293,396	$ 48,135,958

See accompanying notes and independent auditors' report.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2025

Additions to net assets attributable to:		
Investment income		
Net appreciation in fair value of investments	$	5,976,748
Interest and dividends		324,128
Total investment income		6,300,876
Interest income on notes receivable from participants		85,019
Contributions		
Employer		773,182
Participants		1,828,391
Rollovers		372,750
Total contributions		2,974,323
Total additions		9,360,218
Deductions from net assets attributable to:		
Benefits paid to participants		5,111,349
Deemed distributions		6,703
Administrative expenses		84,728
		5,202,780
Net increase		4,157,438
Net assets available for benefits:		
Beginning of the year		48,135,958
End of year	$	52,293,396

See accompanying notes and independent auditors' report.

Note 1 – Description of the Plan

The following description of the TECO-Westinghouse Motor Company 401(k) Employee Savings 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

TECO-Westinghouse, Inc. (the "Plan Sponsor") adopted the Plan effective January 1, 1988. The Plan was amended and restated effective January 1, 2026 to comply with certain legislative and regulatory changes. The Plan is a defined contribution plan covering all eligible participants of the Plan Sponsor, as defined by the Plan Document, with exception of certain classes of participants identified in the Plan Document. Participation in the Plan is at the election of the participant. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

Effective January 1, 2024, the Plan was amended to allow TECO NexE, Inc. to join the Plan as a participating employer.

Eligibility

Substantially all employees are eligible to participate in the Plan upon attaining 19 years of age and completing 30 days of service, with certain exceptions as defined in the Plan Document. Eligible employees become participants in the Plan immediately after eligibility is satisfied.

Administration

The Plan is administered by the Plan Sponsor (the "Plan Administrator"). The Plan assets are held by Fidelity Management Trust Company (the "Trustee").

Participant Contributions

Contributions are made to the Plan by the Plan Sponsor on behalf of each eligible participant based upon the participant's elected compensation deferral through payroll deductions. The Plan Sponsor funds the contributions at the end of each payroll period. Eligible participants may elect to contribute 0% to 80% of their eligible compensation before-tax and 0% to 16% of their eligible compensation after-tax, in whole percentages, to the Plan up to the statutory limit, as permitted by the Internal Revenue Code of 1986, as amended ("IRC"). Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants age 50 and older as of December 31 of the Plan year are permitted to make elective catch-up deferrals in accordance with Section 414(v) of the IRC.

The Plan includes an automatic enrollment provision allowing newly eligible employees to be automatically enrolled in the plan at 3% deferral rate after meeting the eligibility requirements.

Employer Contributions

The Plan Sponsor makes safe harbor matching contributions to the Plan in an amount equal to 100% of the first 3% of the eligible participant's compensation contributed and 50% of the next 2% of the eligible participant's compensation contributed.

Each year, the Plan Sponsor may elect to make discretionary non-elective contributions based solely on the discretion of the Plan Sponsor's Board of Directors. No discretionary contributions were approved or made for 2025.

Note 1 – Description of the Plan (continued)

Participant Accounts
Individual accounts are maintained for each plan participant. Each participant's account is credited with the participant's contribution and allocations of (a) the Plan Sponsor's contribution and, (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Rollovers and Transfers
Participants who have a balance in another qualified employee benefit plan, as described in Section 401(a) of the Internal Revenue Code, may transfer or rollover the lump sum values of their account directly into the Plan, provided it meets the requirements of the Internal Revenue Code.

Vesting
Participants are immediately and fully vested in their contributions plus actual earnings thereon and safe harbor matching contributions. The participants are vested in the Plan Sponsor's discretionary non-elective contributions and earnings in accordance with the following schedule:

Years of Service	Vesting Percentage
less than 1	0%
1	25%
2	50%
3	75%
4	100%

Notes Receivable from Participants
Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of 50% of their vested account balance or $50,000 reduced by the highest outstanding loan balance during the prior twelve-month period. Notes receivable are secured by the balance in the participant's account and bear interest at a rate which is commensurate with prevailing rates as determined by the Plan Administrator. All notes must be repaid in equal installments of principal and interest over a period to be determined by the Plan Administrator, but such period shall not exceed five years unless the purpose of the loan is for the purchase of the principal residence of the Participant in which case the repayment period shall not exceed 10 years. In all cases, repayment of the note will be made through after-tax payroll deductions.

Payment of Benefits
Benefits become available to participants on the earliest of four events: (1) termination of employment, (2) death of the participant (benefits are payable to the participants' spouse or beneficiary), (3) disability of the participant, or (4) the participant's retirement.

A participant may receive the value of the vested balance in his or her account as a lump-sum distribution, installment distribution, or may roll the amount over into another qualified plan.

Note 1 – Description of the Plan (continued)

If a participant's vested account balance is greater than $5,000 and employment is terminated other than due to retirement or death, the account may not be distributed before normal retirement without the participant's consent. Participant's account balances that are less than $5,000, but in excess of $1,000 (the involuntary cash-out amount) will be paid as a direct rollover to an individual retirement account. However, regardless of participant election as to the payment, the Plan may, upon termination of service of a participant for any reason, pay the benefits owed in a lump sum if the account balance is less than the involuntary cash-out amount.

Active participants can withdraw benefits once they reach 59 ½ years of age. In-service distributions are permitted due to hardship, as defined in the Plan and subject to the satisfaction of the Plan Administrator.

On termination of employment due to death prior to retirement, 100% of the Plan Sponsor contributions become immediately vested. The value of the account shall be paid in accordance with the above-stated distribution procedure.

Upon a participant obtaining the normal retirement age, while still employed, 100% of the Plan Sponsor contributions become immediately vested. Should a participant reach the normal retirement age and not elect to terminate employment, the participant can take an in-service distribution from the vested account balance.

Forfeited Accounts
The portion of the participant's employer contribution accounts that are not vested upon termination of service shall be forfeited as of the earlier of (i) the date the vested portion is distributed or (2) the date the participant incurs a five-consecutive-year period of severance from his or her original termination date.

At December 31, 2025 and 2024, the available forfeited non-vested accounts totaled $2,172 and $9,545, respectively. These accounts may be used to reduce future plan administrative expenses and employer contributions. During the year ended December 31, 2025, $4,748 of forfeitures were used to reduce employer contributions and employer expenses.

Plan Termination
Although it has not expressed any intent to do so, the Plan Sponsor 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 accounts and distributions would be made as soon as administratively practical after the Plan terminates.

Note 2 – Summary of Significant Accounting Policies

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

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

Note 2 – Summary of Significant Accounting Policies (continued)

Investment Valuation and Income Recognition
Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 5 for discussion of fair value measurements.

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

Payment of Benefits
Benefits are recorded when paid.

Notes Receivable from Participants
Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and Plan management deems the participant loan to be a distribution, the participant loan balance is reduced, and a benefit payment is recorded.

Administrative Expenses
Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation of fair value of investments.

Risks and Uncertainties
Financial instruments which potentially subject the Plan to concentrations of credit risk consist primarily of investment securities in which the Plan invests. 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 values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 3 – Information Certified by the Trustee

The Plan Sponsor has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee has certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

Note 3 – Information Certified by the Trustee (continued)

- Investments, at fair value and notes receivable from participants, as shown in the statements of net assets available for benefits, as of December 31, 2025 and 2024.
- Net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits, for the year ended December 31, 2025.
- Schedule of Assets (Held at End of Year) – Form 5500, Schedule H, Part IV, Line 4i as of December 31, 2025.

The Plan's independent auditor did not perform auditing procedures with respect to the certified information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 – Tax Status

The Plan Sponsor has not applied for a determination letter from the Internal Revenue Service ("IRS") to determine if the Plan is designed in accordance with applicable sections of the IRC. The Plan Document is based upon non-standardized pre-approved profit sharing plan with CODA from Fidelity Management & Research Company, which received an IRS opinion letter dated June 30, 2020. The plan instrument has been updated for legislative and regulatory changes. The Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax 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. Generally, the Plan Administrator believes it is subject to income tax examinations for three years.

Note 5 – Fair Value Measurements

The Plan follows a framework for measuring fair value, which 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 asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used maximize the use of observable inputs and minimize the use of unobservable inputs.

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

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

Note 5 – Fair Value Measurements (continued)

- Level three — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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.

Money market: Fair value is estimated to be carrying value.

Mutual funds: Mutual funds are valued at the daily closing price as reported by the fund. The mutual funds are registered with the Securities and Exchange Commission and are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage fund: The underlying investments, which consist primarily of interest-bearing cash accounts and individual corporate common stocks, are valued at the closing price reported on the open market. The underlying investments held by the Plan are deemed to be actively traded.

Common Collective trust fund: This investment is a stable value fund that invests in a variety of high-quality stable value investment contracts as well as cash and cash equivalents and is valued at the net asset value ("NAV") of units of the collective trust. The net asset value 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.

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 10,681,567	$ -	$ -	$ 10,681,567
Money market	11,631	-	-	11,631
Self-directed brokerage fund	1,482,559	-	-	1,482,559
Total assets in the fair value hierarchy	$ 12,175,757	$ -	$ -	12,175,757
Investment measured at NAV				39,077,738
				$ 51,253,495

Note 5 – Fair Value Measurements (continued)

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024.

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 9,194,066	$ -	$ -	$ 9,194,066
Money market	20,182	-	-	20,182
Self-directed brokerage fund	1,416,424	-	-	1,416,424
Total assets in the fair value hierarchy	$ 10,630,672	$ -	$ -	10,630,672
Investment measured at NAV				36,466,586
				$ 47,097,258

The following table summarizes the investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2025 and 2024. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan.

Investments measured at net asset value	Fair Value at December 31, 2025	Fair Value at December 31, 2024	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Noticed Period
Common collective trust fund	$ 39,077,738	$ 36,466,586	Not applicable	Daily	None

Note 6 – Related-Party and Parties in Interest Transactions

Certain plan investments are shares of mutual funds managed by the Trustee or its affiliates. Fees incurred by the Plan for related investment management services are included in administrative expenses and net appreciation in fair value of investments. Certain fees incurred by the Plan for recordkeeping and audit fees are included in administrative expenses. Transactions such as these qualify as party-in-interest transactions. The Plan Sponsor pays directly certain other fees related to the Plan's operations.

Note 7 – Prohibited Transactions

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $14,403 in loan repayments and $25,935 in employer contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 7 – Prohibited Transactions (continued)

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

Note 8 – Corrective Employer Contributions Receivable

During 2024, the Plan Sponsor identified multiple participants who were rehired but did not have their deferral elections appropriately reinstated in the payroll system. As a result, elective deferrals were not calculated and remitted to the Plan on behalf of these participants during the affected payroll periods for a total of $10,344. The Plan Sponsor corrected the missed contributions along with earnings and interest in in January 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded corrective employer contributions receivable of $10,344 as of December 31, 20254.

During 2024, the Plan Sponsor identified one participant who did not have their automatic deferral rate set up in payroll system properly. As result, the participant missed contributions totaling $443. The Plan Sponsor remitted to the missed contributions along with lost earnings and interest in July 2025 using a self-correction method outside of the DOL's VFCP. The Plan has recorded a corrective employer contributions receivable of $443 as of December 31, 20254.

Note 9 – Excess Contribution Payable

During 2024, one participant overcontributed into the Plan due to deferrals from two separate employers. During 2025, the Plan Sponsor corrected the excess contribution along with earnings and interest using a self-correction method outside of the DOL's VFCP. The Plan has recorded an excess contribution payable of $3,722 as of December 31, 2024.

During 2023, the Plan Sponsor made corrections to the payroll codes utilized to calculate eligible 401(k) wages for each pay period based on plan document requirements resulting in additional contributions to multiple participants. Nine participants received additional contributions of $3,325 that were unable to be added to their account due to their termination from the Plan, which resulted in their funds becoming encumbered within the Plan's forfeiture account. During 2025, these funds were removed from the forfeiture account and returned to the participants. The Plan has recorded an excess contribution payable of $3,325 as of December 31, 2024.

Note 10 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Schedule H of Form 5500 at December 31, 2025 and 2024:

	2025	2024
Net assets available for benefits per the financial statements	$ 52,293,396	$ 48,135,958
Corrective employer contributions receivable	-	(10,787)
Excess employer contributions payable	-	7,047
Rounding	1	-
Net assets available for benefits per Schedule H on Form 5500	$ 52,293,397	$ 48,132,218

The following is a reconciliation of net increase per the financial statements to net income per Form 5500 for the year ended December 31, 2025:

Net increase per financial statements	$ 4,157,438
Corrective employer contributions in 2024	10,787
Corrective distributions in 2024	(7,047)
Net income per Form 5500	$ 4,161,178

Note 11 – Subsequent Events

The Plan evaluated events that occurred subsequent to the date of the statement of net assets available for benefits, but before the financial statements are issued, for possible adjustment to the financial statements or other disclosure. This evaluation generally occurs through the date at which the Plan's financial statements are available to be issued, which was October 14, 2026 for the financial statements as of and for the year ended December 31, 2025. There were no subsequent events that required adjustment to or disclosure in the financial statements, except as described below.

Effective January 1, 2026, the Plan was amended and restated under Fidelity's pre-approved plan document. Among the changes, the Plan discontinued its Eligible Automatic Contribution Arrangement (EACA), subject to transitional withdrawal rights for participants automatically enrolled before January 1, 2026. The amendment also incorporates updated plan provisions; however, the document does not specifically identify the restatement as a SECURE 2.0 amendment.

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Assets Held for Investment Purposes at End of Year
Schedule H, Line 4i
December 31, 2025
(Unaudited)

(a)	(b) Identity of Issuer, Borrower, Lesser of Similar Party	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par of Maturity Value	(d) Cost	(e) Current Value
	Money market			
*	Fidelity	Fidelity Government Money Market K6	**	**$ 11,631**
	Common collective trust funds			
	Galliard	Galliard Stable Return C	**	5,806,446
	MFS	MFS Growth Equity 2	**	1,076,913
	MFS	MFS Mid Cap Growth 2	**	283,311
	Schwab	Schwab Indexed Retirement Trust Fund 2010	**	160,225
	Schwab	Schwab Indexed Retirement Trust Fund 2015	**	787,232
	Schwab	Schwab Indexed Retirement Trust Fund 2020	**	4,739,243
	Schwab	Schwab Indexed Retirement Trust Fund 2025	**	4,656,612
	Schwab	Schwab Indexed Retirement Trust Fund 2030	**	6,079,499
	Schwab	Schwab Indexed Retirement Trust Fund 2035	**	5,459,019
	Schwab	Schwab Indexed Retirement Trust Fund 2040	**	3,430,867
	Schwab	Schwab Indexed Retirement Trust Fund 2045	**	2,243,448
	Schwab	Schwab Indexed Retirement Trust Fund 2050	**	2,542,309
	Schwab	Schwab Indexed Retirement Trust Fund 2055	**	1,273,253
	Schwab	Schwab Indexed Retirement Trust Fund 2060	**	285,058
	Schwab	Schwab Indexed Retirement Trust Fund 2065	**	254,303
				39,077,738
	Self-directed brokerage fund			
*	Fidelity	Blnk Brokeragelink	**	**1,482,559**
	Mutual funds			
	Putnam	Putnam Small Cap Growth R6	**	141,379
	Clear Bridge	ClearBridge International Growth Fund Class IS	**	293,853
	Vanguard	Vanguard Institutional Index Fund	**	5,805,694
	Vanguard	Vanguard Total Bond Market Index Fund	**	426,879
	Vanguard	Vanguard Equity-Income Fund	**	761,095
	Vanguard	Vanguard Small-Cap Index Fund	**	397,460
	Vanguard	Vanguard Mid-Cap Index Fund	**	976,182
	Vanguard	Vanguard Real Estate Index Fund Admiral Shares	**	45,988
	Vanguard	Vanguard Total International Stock Index Fund	**	746,434
	MFS	MFS Mid Cap Value Fund Class R6	**	204,522
	JP Morgan	JPMorgan Core Bond Fund R6	**	738,501
	MFS	MFS New Discovery Value Fund Class R6	**	143,580
				10,681,567
*	**Notes receivable from participants**	Interest rates ranging from 4.25% to 10.50%	-	**1,039,901**
	Total assets held for investment purposes			**$ 52,293,396**

* Party-in-interest
** Self-directed investment

TECO-Westinghouse Motor Company 401(k) Employee Savings Plan
Employer Identification Number (EIN) 74-2482708
Plan Number (PN) - 001
Schedule of Delinquent Participant Contributions
Schedule H, Line 4a
December 31, 2025
(Unaudited)

Total that Constitute Nonexempt Prohibited Transactions					
Year	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction Outside VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
2025	$ 195,598	$ -	$ -	$ 195,598	$ -
2024	$ 76,524	$ -	$ -	$ 76,524	$ -
2023	$ 1,542	$ -	$ -	$ 1,542	$ -

During 2025, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2025, where $178,816 in participant contributions, $16,782 in loan repayments and $37,747 in employer contributions were remitted to the Plan in violation of Department of Labor ("DOL") regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's Voluntary Fiduciary Correction Program ("VFCP") as of the date the report was available for issuance.

During 2024, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2024, where $62,121 in participant contributions, $25,935 in employer contributions, and $14,403 in loan repayments were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.

During 2023, the Plan Sponsor failed to remit participant contributions in a timely manner. The Plan Sponsor identified one instance during the year ended December 31, 2023, where $1,542 in participant contributions were remitted to the Plan in violation of DOL regulations. The missed earnings and interest are in process of being corrected by the Plan Sponsor using a self-correction method outside of the DOL's VFCP as of the date the report was available for issuance.