# 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
OPTIMAS OE SOLUTIONS, LLC EMPLOYEE SAVINGS PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 06/15/2015

**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)
OPTIMAS OE SOLUTIONS, LLC

1441 WOOD DALE ROAD
WOOD DALE, IL 60191

**2b** Employer Identification Number (EIN)
47-3249061

**2c** Plan Sponsor's telephone number
630-595-0000

**2d** Business code (see instructions)
423600

**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 | SHERRY FROST |
| | **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** | 720 |
| **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)** | 481 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 425 |
| **b** | Retired or separated participants receiving benefits | **6b** | 3 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 252 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 680 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 2 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 682 |
| **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)** | 610 |
| **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)** | 586 |
| **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:

2F 2G 2J 2K 2T 3B 2E 3D

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

**9a** Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

**9b** Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

## Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

**11c** Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2025**<br>**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
OPTIMAS OE SOLUTIONS, LLC EMPLOYEE SAVINGS PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
OPTIMAS OE SOLUTIONS, LLC

**D** Employer Identification Number (EIN)
47-3249061

## 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)

CREATIVE PLANNING LLC

84-4519624

| (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 | 55000 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 37 60 64 65 | RECORDKEEPER | 42804 | Yes [X] No [ ] | Yes [X] No [ ] | 0 | Yes [X] No [ ] |

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

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

## Part I Service Provider Information (continued)

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

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| 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. |
|---|---|
| ABF SM CAP VAL R5 - SS&C GIDS, INC 2000 CROWN COLONY DRIVE QUINCY, MA 02169 | 0.04% |

| **(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. |
|---|---|
| DODGE&COX INTL STK I - SS&C GIDS, 2000 CROWN COLONY DRIVE QUINCY, MA 02169 | 0.10% |

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

| **(d)** Enter name and EIN (address) of source of indirect compensation | **(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|---|---|
| PGIM TOTAL RTN BD Z - PRUDENTIAL M<br><br>22-3703799 | 0.25% |

## 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 |
|---|---|---|
| | | |

| **(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 |
|---|---|---|
| | | |

## 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
OPTIMAS OE SOLUTIONS, LLC 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
OPTIMAS OE SOLUTIONS, LLC

**D** Employer Identification Number (EIN)
47-3249061

**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: JH DSCPL VALUE P1

**b** Name of sponsor of entity listed in (a): JOHN HANCOCK TRUST COMPANY

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 85-6153745-037 | C | 0 |

**a** Name of MTIA, CCT, PSA, or 103-12 IE: JH DSCPL VAL MDCP B5

**b** Name of sponsor of entity listed in (a): JOHN HANCOCK TRUST COMPANY

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 85-6153745-038 | C | 846226 |

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

**a** Plan name

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

# SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Financial Information

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

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

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection**

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

**A** Name of plan
OPTIMAS OE SOLUTIONS, LLC EMPLOYEE SAVINGS PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
OPTIMAS OE SOLUTIONS, LLC

**D** Employer Identification Number (EIN)
47-3249061

## 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) | 2036376 | 2359593 |
| **(2)** U.S. Government securities | 1c(2) | 0 | 0 |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | 0 | 0 |
| **(B)** All other | 1c(3)(B) | 0 | 0 |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | 0 | 0 |
| **(B)** Common | 1c(4)(B) | 0 | 0 |
| **(5)** Partnership/joint venture interests | 1c(5) | 0 | 0 |
| **(6)** Real estate (other than employer real property) | 1c(6) | 0 | 0 |
| **(7)** Loans (other than to participants) | 1c(7) | 0 | 0 |
| **(8)** Participant loans | 1c(8) | 1011098 | 874775 |
| **(9)** Value of interest in common/collective trusts | 1c(9) | 871929 | 846226 |
| **(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) | 48478313 | 51728883 |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | 0 | 0 |
| **(15)** Other | 1c(15) | 0 | 0 |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | 0 | 0 |
| **(2)** Employer real property | 1d(2) | 0 | 0 |
| **1e** Buildings and other property used in plan operation | 1e | 0 | 0 |
| **1f** Total assets (add all amounts in lines 1a through 1e) | 1f | 52397716 | 55809477 |
| **Liabilities** | | | |
| **1g** Benefit claims payable | 1g | 0 | 0 |
| **1h** Operating payables | 1h | 0 | 0 |
| **1i** Acquisition indebtedness | 1i | 0 | 0 |
| **1j** Other liabilities | 1j | 0 | 0 |
| **1k** Total liabilities (add all amounts in lines 1g through1j) | 1k | 0 | 0 |
| **Net Assets** | | | |
| **1l** Net assets (subtract line 1k from line 1f) | 1l | 52397716 | 55809477 |

## 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) | 1013979 | |
| **(B)** Participants | 2a(1)(B) | 2735672 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 627530 | |
| **(2)** Noncash contributions | 2a(2) | 0 | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 4377181 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 96320 | |
| **(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) | 80132 | |
| **(F)** Other | 2b(1)(F) | 0 | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 176452 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | 0 | |
| **(B)** Common stock | 2b(2)(B) | 0 | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 1973824 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 1973824 |
| **(3)** Rents | 2b(3) | | 0 |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | 0 | |
| **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | 0 | |
| **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 0 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | 0 | |
| **(B)** Other | 2b(5)(B) | 0 | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | 0 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| **(6)** Net investment gain (loss) from common/collective trusts | 2b(6) | | 87913 |
| **(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) | | 6217013 |
| **c** Other income | 2c | | 0 |
| **d** Total income. Add all **income** amounts in column (b) and enter total | 2d | | 12832383 |
| **Expenses** | | | |
| **e** Benefit payment and payments to provide benefits: | | | |
| **(1)** Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 9310938 | |
| **(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) | | 9310938 |
| **f** Corrective distributions (see instructions) | 2f | | 921 |
| **g** Certain deemed distributions of participant loans (see instructions) | 2g | | 10959 |
| **h** Interest expense | 2h | | 0 |
| **i** Administrative expenses: | | | |
| **(1)** Salaries and allowances | 2i(1) | 0 | |
| **(2)** Contract administrator fees | 2i(2) | 300 | |
| **(3)** Recordkeeping fees | 2i(3) | 42504 | |
| **(4)** IQPA audit fees | 2i(4) | 0 | |
| **(5)** Investment advisory and investment management fees | 2i(5) | 55000 | |
| **(6)** Bank or trust company trustee/custodial fees | 2i(6) | 0 | |
| **(7)** Actuarial fees | 2i(7) | 0 | |
| **(8)** Legal fees | 2i(8) | 0 | |
| **(9)** Valuation/appraisal fees | 2i(9) | 0 | |
| **(10)** Other trustee fees and expenses | 2i(10) | 0 | |
| **(11)** Other expenses | 2i(11) | 0 | |
| **(12)** Total administrative expenses. Add lines **2i(1)** through **(11)** | 2i(12) | | 97804 |
| **j** Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 9420622 |
| **Net Income and Reconciliation** | | | |
| **k** Net income (loss). Subtract line **2j** from line **2d** | 2k | | 3411761 |
| **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: RSM US LLP **(2)** EIN: 42-0714325

**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 | | 537190 |
| **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 | | 5000000 |
| **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
OPTIMAS OE SOLUTIONS, LLC EMPLOYEE SAVINGS PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
OPTIMAS OE SOLUTIONS, LLC

**D** Employer Identification Number (EIN)
47-3249061

## 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 .

# Optimas OE Solutions, LLC
# Employee Savings Plan

Financial Report
December 31, 2025

**Contents**


| | |
|---|---|
| Independent auditor's report | 1-3 |
| Financial statements | |
| Statements of net assets available for benefits | 4 |
| Statement of changes in net assets available for benefits | 5 |
| Notes to financial statements | 6-12 |
| Supplementary information | |
| Schedule H, line 4a—schedule of delinquent participant contributions | 13 |
| Schedule H, line 4i—schedule of assets (held at end of year) | 14 |

RSM US LLP

# Independent Auditor's Report

Retirement Plan Committee, Plan Administrator and Plan Participants
Optimas OE Solutions, LLC Employee Savings Plan

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

We have performed audits of the financial statements of Optimas OE Solutions, LLC 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, 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 (DOL) 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 DOL'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 4 to the financial statements, is complete and accurate.

## Opinion

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

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

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



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

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

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

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

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

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

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

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

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

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL'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).

RSM US LLP

Chicago, Illinois
October 15, 2026

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | **2025** | 2024 |
|---|---|---|
| **Assets** | | |
| Investments, at fair value: | | |
| Mutual funds | **$ 54,934,702** | $ 51,386,618 |
| Receivables: | | |
| Notes receivable from participants | **874,775** | 1,011,098 |
| **Net assets available for benefits** | **$ 55,809,477** | $ 52,397,716 |

See notes to financial statements.

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | |
|---|---|
| Additions to net assets attributed to: | |
| Investment income: | |
| Net appreciation in fair value of mutual funds | $ 6,316,116 |
| Dividends and interest on mutual funds | 2,070,143 |
| **Total investment income** | 8,386,259 |
| Interest income on notes receivable from participants | 80,132 |
| Contributions: | |
| Employer | 1,013,979 |
| Participants | 2,735,672 |
| Rollover | 627,530 |
| **Total contributions** | 4,377,181 |
| **Total additions** | 12,843,572 |
| Deductions from net assets attributed to: | |
| Benefits paid | 9,334,007 |
| Administrative expenses | 97,804 |
| **Total deductions** | 9,431,811 |
| **Net increase in net assets available for benefits** | 3,411,761 |
| Net assets available for benefits: | |
| Beginning of year | 52,397,716 |
| End of year | $ 55,809,477 |

See notes to financial statements.

## Note 1. Description of Plan

The following description of the Optimas OE Solutions, LLC Employee Savings Plan (the Plan), incepted on June 15, 2015, provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

**General:** The Plan, as most recently amended November 15, 2022, is a contributory, defined-contribution plan maintained for the benefit of eligible employees, as defined by the Plan of Optimas OE Solutions, LLC (referred to herein as the Employer, Company or Optimas). The Company is the Plan Administrator. The Plan is subject to the provisions of the Employee Retirement Security Act of 1974 (ERISA), as amended.

**Eligibility and participation:** Under the Plan, employees of the Company are eligible to participate upon meeting the Plan's eligibility requirements. However, an employee is not eligible to participate if: (a) a resident of Puerto Rico; (b) covered by a collective bargaining agreement, unless the agreement requires the employee to be included under the Plan; (c) a leased employee; (d) a nonresident alien with no income from a U.S. source; and (e) former Circle Bolt & Nut, Inc. employees who were impacted by the transaction on June 15, 2018, until the plan merger effective January 1, 2019. Additionally, an individual is not eligible to participate if the individual is a signatory to a contract, letter of agreement or other document that acknowledges status as an independent contractor not entitled to benefits under the Plan and are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form) or remit Social Security payments to the federal government, even if the individual is later adjudicated to be a common law employee.

An individual becomes eligible to participate immediately upon meeting all eligibility requirements. Effective January 1, 2021, the Plan's automatic enrollment for all newly eligible employees was amended to increase the initial pretax deferral contribution to 4%, 35 days after such employee's date of hire, but no sooner than such employee's entry date. Employees have the option to opt out of automatic enrollment or to elect a different deferral rate at any time prior to the effective date of the automatic enrollment.

The Plan's investments are 100% participant directed.

**Contributions:** Contributions from Plan participants and any Employer contributions are recorded in the year in which the participant compensation is withheld. The Plan provides for the following contributions, which are to be maintained in separate accounts:

***Participant contributions:*** The Plan allows for participants to make tax-deferred or after-tax contributions to the Plan by payroll deductions each payroll period. The Plan limits participant contributions to the maximum allowable annual contribution as determined by the Internal Revenue Code (IRC). Participants who have attained age 50 by the end of the plan year are eligible to make catch up contributions subject to the limits of the IRC. Participant contribution elections are made and can be adjusted by giving notice to the trustee.

***Discretionary matching employer contributions:*** The Company may make, but is not required to make, discretionary matching contributions to the Plan equal to a percentage (50% match up to first 8% of eligible compensation for the year ended December 31, 2025) of the elective contribution made by the participants to the Plan. A participant is eligible for discretionary matching Employer contributions only if the participant makes contributions to the Plan. The discretionary matching Employer contributions were $1,013,979 for the year ended December 31, 2025.

**Note 1. Description of Plan (Continued)**

***Discretionary nonelective contributions:*** The Company may make, but is not required to make, discretionary nonelective contributions in an amount to be determined by the Board of Directors for each plan year. An employee must complete at least 1,000 hours of service during the plan year and be employed as of the last day of the plan year to be eligible to receive any nonelective contributions. There were no discretionary nonelective contributions made for the year ended December 31, 2025.

***Rollover contributions:*** The Plan provides for rollover contributions to be made by employees from amounts distributed or transferred from other qualified deferred compensation plans.

**Vesting:** Participants are vested immediately in all contributions and any actual earnings thereon.

**Investment options:** Contributions are invested in mutual funds selected by each participant. If a participant does not make an affirmative investment election, any contributions will be invested in the applicable retirement fund with a target year closest to the year in which the participant will reach age 65. Participants are allowed to change their investment options on a daily basis.

**Participant accounts:** Deposits, withdrawals and transfers are made at the direction of the participants. The Plan Administrator is responsible for determining that such transactions are in accordance with the Plan.

The assets in the Plan are invested in available investment options and a separate account is established for each participant who makes and/or receives a contribution. The value of the account is updated each business day to reflect any contributions, Company match, exchanges between investment options, investment earnings or losses for each investment option and withdrawals. Allocation of administrative expenses of the Plan is based on participant account balances.

The benefit to which a participant is entitled is equal to the value of the participant's accounts.

**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 $50,000 or 50% of the vested account balance. Participants may apply for only one loan each calendar year and may only have one loan outstanding at any given time. The loans are secured by up to 50% of the vested balance in the participant's account. The loan interest rate is based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances at the time of loan origination as determined by the Company. Principal and interest must be repaid in level payments through after-tax payroll deductions on at least a quarterly basis over a five-year period unless it is for the purchase of your principal residence in which case the loan repayment period may not extend beyond 10 years from the date of the loan. Interest rates on loans outstanding are between 3.25% and 9.50% at December 31, 2025.

**Benefits paid to participants:** A distribution can be made at a participant's request due to disability, retirement or termination of employment from the employer. Also, a participant's beneficiary or beneficiaries may request a distribution of the vested account balance in the event of death. The value of the account balance will continue to increase or decrease, as appropriate, based on the investment returns until it is distributed.

### Note 1. Description of Plan (Continued)

Upon termination, a participant may defer receipt of distributions until a later date. However, it cannot be postponed if the participant's account balance is $5,000 or less as follows (a) if the account balance is $1,000 or less, the participant will receive a single lump-sum cash distribution equal to the value of the account; (b) if the account balance exceeds $1,000 but does not exceed $5,000, it will be rolled over to an Individual Retirement Account or Annuity, unless a cash distribution is elected. The participant's consent will be required for any distribution greater than $5,000.

At December 31, 2025 and 2024, there were no amounts owed to former participants whose employment had been terminated and who requested payouts of their account balances.

**Administration costs:** Most administrative costs of the Plan are paid for by the Plan, with the remainder paid by the Company.

### Note 2. Summary of Accounting Policies

**Basis of accounting:** The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

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

**Income recognition:** 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 or net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Investment valuation:** Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion regarding fair value measurements.

**Investments held by the trust:** All investments in the Plan are held by the trust. Fidelity Management Trust Company (Fidelity) is the trustee of the Plan and invests all assets in available investment options. The trustee identifies investment options that are designed to deliver safety and stability by preserving principal and accumulated earnings. ERISA imposes certain duties on the parties who are responsible for the operation of the Plan. These parties, called fiduciaries, have a duty to invest Plan assets in a prudent manner.

**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 the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of benefits:** Benefits are recorded when paid.

### Note 2. Summary of Accounting Policies (Continued)

**Expenses:** Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Transaction-based fees which are associated with optional services offered under the Plan are charged directly to the participant's account using a particular plan feature that may be available, such as a Plan loan. Investment fees are generally assessed as a percentage of assets invested and are deducted directly from investment returns. Investment fees can be in the form of sales charges, loads, commissions or management fees and are included in net appreciation or net depreciation in fair value of investments.

**Subsequent events:** The Plan Administrator has evaluated subsequent events through October 15, 2026, the date the financial statements were available to be issued.

### Note 3. Related-Party and Party-in-Interest Transactions

Fidelity is the trustee and recordkeeper for the Plan and certain plan investments are managed by Fidelity. Creative Planning LLC provides investment advisory services to the Plan. Therefore, fees paid to these parties qualify as party-in-interest transactions. Net fees paid to such parties during the year ended December 31, 2025, amounted to $97,804.

Certain administrative functions are performed by employees of the Company for which no compensation is received by the Plan.

### Note 4. Information Certified and Provided by Fidelity

The following is a summary of the Plan's asset and income information as of December 31, 2025 and 2024, and for the year ended December 31, 2025, included throughout the Plan's financial statements and ERISA-required supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee, that information provided to the Plan Administrator by the trustee, related to the following assets and income, is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information which appears throughout the financial statements and ERISA-required supplemental schedules related to the following assets and income:

| | 2025 | 2024 |
|---|---|---|
| Mutual funds | $ 54,934,702 | $ 51,386,618 |
| Notes receivable from participants | 874,775 | 1,011,098 |
| Net appreciation in fair value of mutual funds | 6,316,116 | |
| Dividends and interest on mutual funds | 2,070,143 | |
| Interest income on notes receivable from participants | 80,132 | |

### Note 5. Fair Value Measurements

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

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

**Level 2:** 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
- 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.

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

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 need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

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

***Shares of mutual funds:*** Valued at the daily closing price as reported by the fund. Shares of mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 inputs).

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

### Note 5. Fair Value Measurements (Continued)

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

| | Assets at Fair Value as of December 31, 2025 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 54,934,702 | $ - | $ - | $ 54,934,702 |
| Investments at fair value | $ 54,934,702 | $ - | $ - | $ 54,934,702 |

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 51,386,618 | $ - | $ - | $ 51,386,618 |
| Investments at fair value | $ 51,386,618 | $ - | $ - | $ 51,386,618 |

**Changes in fair value levels:** To assess that appropriate classification of investments within the fair value hierarchy, that availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

The Plan Administrator evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2025, there were no transfers in or out of Level 3.

### Note 6. Plan Termination

The Company has not expressed any intent to terminate the Plan; however, it is free to do so at any time subject to the provisions of ERISA.

### Note 7. Income Tax Status

The Plan has adopted a nonstandardized pre-approved plan sponsored by FMR LLC. The pre-approved plan provider has received an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) as to the pre-approved submitter plan's qualified status. The pre-approved plan opinion letter has been relied upon by the Plan. The Plan has been amended since the pre-approved plan received the opinion letter. The Plan Administrator believes that the Plan is designed and being operated in compliance with the applicable sections of the IRC.

U.S. GAAP require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the United States IRS. The Company has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025 and 2024, there are no uncertain tax positions taken or expected to be taken.

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

### Note 8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the 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 statement of net assets available for benefits at December 31, 2025.

### Note 9. Reconciliation of Financial Statements to Form 5500

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

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $ 55,809,477 | $ 52,397,716 |
| Notes receivable from participants | (874,775) | (1,011,098) |
| Investments—participant loans | 874,775 | 1,011,098 |
| Value of interest in mutual funds | (3,205,819) | (2,908,305) |
| Interest-bearing cash | 2,359,593 | 2,036,376 |
| Value of interest in fixed income funds | 846,226 | 871,929 |
| Net assets available for benefits per Form 5500 | $ 55,809,477 | $ 52,397,716 |

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500 for the year ended Decembers 31, 2025:

| | |
|---|---|
| Change in net assets available for benefits per the financial statements | $ 3,411,761 |
| Net appreciation in fair value of mutual funds | (99,103) |
| Dividends and interest on mutual funds | (96,319) |
| Interest income on fixed income fund | 87,913 |
| Interest income from interest bearing cash | 96,320 |
| Benefits paid to participants | 11,189 |
| Change in net assets available for benefits per Form 5500 | $ 3,411,761 |

### Note 10. Prohibited Transactions

For the year ended December 31, 2025, the Company inadvertently failed to deposit $537,190 of participant deferrals within the required time frame as stated by the United States Department of Labor regulations. The Company intends to reimburse the Plan for lost earnings, file Form 5330 and pay the applicable excise tax. The excise tax payments will be made from the Company's assets and not from assets of the Plan.

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions**
**Year Ended December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| Participant contributions transferred late to plan: $537,190 | Total that constitute prohibited non-exempt transactions $537,190 | | | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| [ x ] Check here if late participant loan repayments are included | Contributions not corrected | Contributions corrected outside of VFCP | Contributions pending correction in VFCP | |
| December 31, 2025 | $ 537,190 | $ - | $ - | $ - |

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)**
**December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | | Interest-bearing cash: | | |
| * | Fidelity | Government Money Market Fund | ** | $ 40,912 |
| | Goldman Sachs | FS Government Fund R6 | ** | 2,318,681 |
| | | Total interest-bearing cash | | 2,359,593 |
| | | Mutual funds: | | |
| | PIMCO | Income Fund Institutional Class | ** | 321,387 |
| | Neuberger Berman | Real Estate Fund Class R6 | ** | 81,049 |
| | Prudential | Total Return Bond Fund Class Z | ** | 567,763 |
| | Dodge & Cox | International Stock Fund | ** | 722 |
| | American Beacon | Small Cap Value Fund Class Institutional | ** | 649,206 |
| | Janus Henderson | Enterprise Fund Class N | ** | 408,989 |
| | American Funds | EuroPacific Growth Fund Class R-6 | ** | 1,542,691 |
| | Janus Henderson | Triton Fund Class N | ** | 153,161 |
| | JPMorgan | Equity Income Fund Class R6 | ** | 1,898,133 |
| * | Fidelity | Contrafund Class K | ** | 6,498,021 |
| * | Fidelity | U.S. Bond Index Fund—Premium Class | ** | 873,882 |
| * | Fidelity | 500 Index Fund—Premium Class | ** | 3,086,099 |
| * | Fidelity | International Index Fund—Premium Class | ** | 323,229 |
| * | Fidelity | Extended Market Index Fund | ** | 735,443 |
| * | Fidelity | Emerging Markets Fund K | ** | 247,761 |
| * | Fidelity | Freedom Index 2010 Fund—Premier II Class | ** | 49,192 |
| * | Fidelity | Freedom Index 2015 Fund—Premier II Class | ** | 347,841 |
| * | Fidelity | Freedom Index 2020 Fund—Premier II Class | ** | 2,245,710 |
| * | Fidelity | Freedom Index 2025 Fund—Premier II Class | ** | 2,077,290 |
| * | Fidelity | Freedom Index 2030 Fund—Premier II Class | ** | 8,143,296 |
| * | Fidelity | Freedom Index 2035 Fund—Premier II Class | ** | 4,276,468 |
| * | Fidelity | Freedom Index 2040 Fund—Premier II Class | ** | 7,771,613 |
| * | Fidelity | Freedom Index 2045 Fund—Premier II Class | ** | 3,642,272 |
| * | Fidelity | Freedom Index 2050 Fund—Premier II Class | ** | 1,893,494 |
| * | Fidelity | Freedom Index 2055 Fund—Premier II Class | ** | 2,026,682 |
| * | Fidelity | Freedom Index 2060 Fund—Premier II Class | ** | 1,146,428 |
| * | Fidelity | Freedom Index 2065 Fund—Premier II Class | ** | 378,359 |
| * | Fidelity | Freedom Index 2070 Fund—Premier II Class | ** | 10,354 |
| * | Fidelity | Freedom Index Retirement Fund—Premier II Class | ** | 332,348 |
| | | Total mutual funds | | 51,728,883 |
| | | Common collective trust fund: | | |
| | John Hancock | Disciplined Value Mid Cap B5 | ** | 846,226 |
| * | Participants | Notes receivable from participants (***) | ** | 874,775 |
| | | | | $ 55,809,477 |

* Party-in-interest.
** Cost information not required for participant-directed investments.
*** Maturing through May 2034 with interest rates between 3.25% and 9.50%.

The above information has been certified by Fidelity Management Trust Company, the trustee, as complete and accurate.

# Optimas OE Solutions, LLC
# Employee Savings Plan

Financial Report
December 31, 2025

**Contents**


| | |
|---|---|
| Independent auditor's report | 1-3 |
| Financial statements | |
| Statements of net assets available for benefits | 4 |
| Statement of changes in net assets available for benefits | 5 |
| Notes to financial statements | 6-12 |
| Supplementary information | |
| Schedule H, line 4a—schedule of delinquent participant contributions | 13 |
| Schedule H, line 4i—schedule of assets (held at end of year) | 14 |

RSM US LLP

# Independent Auditor's Report

Retirement Plan Committee, Plan Administrator and Plan Participants
Optimas OE Solutions, LLC Employee Savings Plan

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

We have performed audits of the financial statements of Optimas OE Solutions, LLC 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, 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 (DOL) 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 DOL'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 4 to the financial statements, is complete and accurate.

## Opinion

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

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

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



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

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

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

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

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

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

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

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

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

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL'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).

RSM US LLP

Chicago, Illinois
October 15, 2026

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | **2025** | 2024 |
|---|---|---|
| **Assets** | | |
| Investments, at fair value: | | |
| Mutual funds | **$ 54,934,702** | $ 51,386,618 |
| Receivables: | | |
| Notes receivable from participants | **874,775** | 1,011,098 |
| **Net assets available for benefits** | **$ 55,809,477** | $ 52,397,716 |

See notes to financial statements.

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | |
|---|---|
| Additions to net assets attributed to: | |
| Investment income: | |
| Net appreciation in fair value of mutual funds | $ 6,316,116 |
| Dividends and interest on mutual funds | 2,070,143 |
| **Total investment income** | 8,386,259 |
| Interest income on notes receivable from participants | 80,132 |
| Contributions: | |
| Employer | 1,013,979 |
| Participants | 2,735,672 |
| Rollover | 627,530 |
| **Total contributions** | 4,377,181 |
| **Total additions** | 12,843,572 |
| Deductions from net assets attributed to: | |
| Benefits paid | 9,334,007 |
| Administrative expenses | 97,804 |
| **Total deductions** | 9,431,811 |
| **Net increase in net assets available for benefits** | 3,411,761 |
| Net assets available for benefits: | |
| Beginning of year | 52,397,716 |
| End of year | $ 55,809,477 |

See notes to financial statements.

## Note 1. Description of Plan

The following description of the Optimas OE Solutions, LLC Employee Savings Plan (the Plan), incepted on June 15, 2015, provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

**General:** The Plan, as most recently amended November 15, 2022, is a contributory, defined-contribution plan maintained for the benefit of eligible employees, as defined by the Plan of Optimas OE Solutions, LLC (referred to herein as the Employer, Company or Optimas). The Company is the Plan Administrator. The Plan is subject to the provisions of the Employee Retirement Security Act of 1974 (ERISA), as amended.

**Eligibility and participation:** Under the Plan, employees of the Company are eligible to participate upon meeting the Plan's eligibility requirements. However, an employee is not eligible to participate if: (a) a resident of Puerto Rico; (b) covered by a collective bargaining agreement, unless the agreement requires the employee to be included under the Plan; (c) a leased employee; (d) a nonresident alien with no income from a U.S. source; and (e) former Circle Bolt & Nut, Inc. employees who were impacted by the transaction on June 15, 2018, until the plan merger effective January 1, 2019. Additionally, an individual is not eligible to participate if the individual is a signatory to a contract, letter of agreement or other document that acknowledges status as an independent contractor not entitled to benefits under the Plan and are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form) or remit Social Security payments to the federal government, even if the individual is later adjudicated to be a common law employee.

An individual becomes eligible to participate immediately upon meeting all eligibility requirements. Effective January 1, 2021, the Plan's automatic enrollment for all newly eligible employees was amended to increase the initial pretax deferral contribution to 4%, 35 days after such employee's date of hire, but no sooner than such employee's entry date. Employees have the option to opt out of automatic enrollment or to elect a different deferral rate at any time prior to the effective date of the automatic enrollment.

The Plan's investments are 100% participant directed.

**Contributions:** Contributions from Plan participants and any Employer contributions are recorded in the year in which the participant compensation is withheld. The Plan provides for the following contributions, which are to be maintained in separate accounts:

***Participant contributions:*** The Plan allows for participants to make tax-deferred or after-tax contributions to the Plan by payroll deductions each payroll period. The Plan limits participant contributions to the maximum allowable annual contribution as determined by the Internal Revenue Code (IRC). Participants who have attained age 50 by the end of the plan year are eligible to make catch up contributions subject to the limits of the IRC. Participant contribution elections are made and can be adjusted by giving notice to the trustee.

***Discretionary matching employer contributions:*** The Company may make, but is not required to make, discretionary matching contributions to the Plan equal to a percentage (50% match up to first 8% of eligible compensation for the year ended December 31, 2025) of the elective contribution made by the participants to the Plan. A participant is eligible for discretionary matching Employer contributions only if the participant makes contributions to the Plan. The discretionary matching Employer contributions were $1,013,979 for the year ended December 31, 2025.

**Note 1. Description of Plan (Continued)**

***Discretionary nonelective contributions:*** The Company may make, but is not required to make, discretionary nonelective contributions in an amount to be determined by the Board of Directors for each plan year. An employee must complete at least 1,000 hours of service during the plan year and be employed as of the last day of the plan year to be eligible to receive any nonelective contributions. There were no discretionary nonelective contributions made for the year ended December 31, 2025.

***Rollover contributions:*** The Plan provides for rollover contributions to be made by employees from amounts distributed or transferred from other qualified deferred compensation plans.

**Vesting:** Participants are vested immediately in all contributions and any actual earnings thereon.

**Investment options:** Contributions are invested in mutual funds selected by each participant. If a participant does not make an affirmative investment election, any contributions will be invested in the applicable retirement fund with a target year closest to the year in which the participant will reach age 65. Participants are allowed to change their investment options on a daily basis.

**Participant accounts:** Deposits, withdrawals and transfers are made at the direction of the participants. The Plan Administrator is responsible for determining that such transactions are in accordance with the Plan.

The assets in the Plan are invested in available investment options and a separate account is established for each participant who makes and/or receives a contribution. The value of the account is updated each business day to reflect any contributions, Company match, exchanges between investment options, investment earnings or losses for each investment option and withdrawals. Allocation of administrative expenses of the Plan is based on participant account balances.

The benefit to which a participant is entitled is equal to the value of the participant's accounts.

**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 $50,000 or 50% of the vested account balance. Participants may apply for only one loan each calendar year and may only have one loan outstanding at any given time. The loans are secured by up to 50% of the vested balance in the participant's account. The loan interest rate is based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances at the time of loan origination as determined by the Company. Principal and interest must be repaid in level payments through after-tax payroll deductions on at least a quarterly basis over a five-year period unless it is for the purchase of your principal residence in which case the loan repayment period may not extend beyond 10 years from the date of the loan. Interest rates on loans outstanding are between 3.25% and 9.50% at December 31, 2025.

**Benefits paid to participants:** A distribution can be made at a participant's request due to disability, retirement or termination of employment from the employer. Also, a participant's beneficiary or beneficiaries may request a distribution of the vested account balance in the event of death. The value of the account balance will continue to increase or decrease, as appropriate, based on the investment returns until it is distributed.

### Note 1. Description of Plan (Continued)

Upon termination, a participant may defer receipt of distributions until a later date. However, it cannot be postponed if the participant's account balance is $5,000 or less as follows (a) if the account balance is $1,000 or less, the participant will receive a single lump-sum cash distribution equal to the value of the account; (b) if the account balance exceeds $1,000 but does not exceed $5,000, it will be rolled over to an Individual Retirement Account or Annuity, unless a cash distribution is elected. The participant's consent will be required for any distribution greater than $5,000.

At December 31, 2025 and 2024, there were no amounts owed to former participants whose employment had been terminated and who requested payouts of their account balances.

**Administration costs:** Most administrative costs of the Plan are paid for by the Plan, with the remainder paid by the Company.

### Note 2. Summary of Accounting Policies

**Basis of accounting:** The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

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

**Income recognition:** 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 or net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Investment valuation:** Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion regarding fair value measurements.

**Investments held by the trust:** All investments in the Plan are held by the trust. Fidelity Management Trust Company (Fidelity) is the trustee of the Plan and invests all assets in available investment options. The trustee identifies investment options that are designed to deliver safety and stability by preserving principal and accumulated earnings. ERISA imposes certain duties on the parties who are responsible for the operation of the Plan. These parties, called fiduciaries, have a duty to invest Plan assets in a prudent manner.

**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 the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of benefits:** Benefits are recorded when paid.

### Note 2. Summary of Accounting Policies (Continued)

**Expenses:** Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Transaction-based fees which are associated with optional services offered under the Plan are charged directly to the participant's account using a particular plan feature that may be available, such as a Plan loan. Investment fees are generally assessed as a percentage of assets invested and are deducted directly from investment returns. Investment fees can be in the form of sales charges, loads, commissions or management fees and are included in net appreciation or net depreciation in fair value of investments.

**Subsequent events:** The Plan Administrator has evaluated subsequent events through October 15, 2026, the date the financial statements were available to be issued.

### Note 3. Related-Party and Party-in-Interest Transactions

Fidelity is the trustee and recordkeeper for the Plan and certain plan investments are managed by Fidelity. Creative Planning LLC provides investment advisory services to the Plan. Therefore, fees paid to these parties qualify as party-in-interest transactions. Net fees paid to such parties during the year ended December 31, 2025, amounted to $97,804.

Certain administrative functions are performed by employees of the Company for which no compensation is received by the Plan.

### Note 4. Information Certified and Provided by Fidelity

The following is a summary of the Plan's asset and income information as of December 31, 2025 and 2024, and for the year ended December 31, 2025, included throughout the Plan's financial statements and ERISA-required supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee, that information provided to the Plan Administrator by the trustee, related to the following assets and income, is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information which appears throughout the financial statements and ERISA-required supplemental schedules related to the following assets and income:

| | 2025 | 2024 |
|---|---|---|
| Mutual funds | $ 54,934,702 | $ 51,386,618 |
| Notes receivable from participants | 874,775 | 1,011,098 |
| Net appreciation in fair value of mutual funds | 6,316,116 | |
| Dividends and interest on mutual funds | 2,070,143 | |
| Interest income on notes receivable from participants | 80,132 | |

### Note 5. Fair Value Measurements

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

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

**Level 2:** 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
- 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.

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

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 need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

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

***Shares of mutual funds:*** Valued at the daily closing price as reported by the fund. Shares of mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 inputs).

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

### Note 5. Fair Value Measurements (Continued)

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

| | Assets at Fair Value as of December 31, 2025 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 54,934,702 | $ - | $ - | $ 54,934,702 |
| Investments at fair value | $ 54,934,702 | $ - | $ - | $ 54,934,702 |

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 51,386,618 | $ - | $ - | $ 51,386,618 |
| Investments at fair value | $ 51,386,618 | $ - | $ - | $ 51,386,618 |

**Changes in fair value levels:** To assess that appropriate classification of investments within the fair value hierarchy, that availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

The Plan Administrator evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2025, there were no transfers in or out of Level 3.

### Note 6. Plan Termination

The Company has not expressed any intent to terminate the Plan; however, it is free to do so at any time subject to the provisions of ERISA.

### Note 7. Income Tax Status

The Plan has adopted a nonstandardized pre-approved plan sponsored by FMR LLC. The pre-approved plan provider has received an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) as to the pre-approved submitter plan's qualified status. The pre-approved plan opinion letter has been relied upon by the Plan. The Plan has been amended since the pre-approved plan received the opinion letter. The Plan Administrator believes that the Plan is designed and being operated in compliance with the applicable sections of the IRC.

U.S. GAAP require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the United States IRS. The Company has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025 and 2024, there are no uncertain tax positions taken or expected to be taken.

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

### Note 8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the 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 statement of net assets available for benefits at December 31, 2025.

### Note 9. Reconciliation of Financial Statements to Form 5500

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

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $ 55,809,477 | $ 52,397,716 |
| Notes receivable from participants | (874,775) | (1,011,098) |
| Investments—participant loans | 874,775 | 1,011,098 |
| Value of interest in mutual funds | (3,205,819) | (2,908,305) |
| Interest-bearing cash | 2,359,593 | 2,036,376 |
| Value of interest in fixed income funds | 846,226 | 871,929 |
| Net assets available for benefits per Form 5500 | $ 55,809,477 | $ 52,397,716 |

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500 for the year ended Decembers 31, 2025:

| | |
|---|---|
| Change in net assets available for benefits per the financial statements | $ 3,411,761 |
| Net appreciation in fair value of mutual funds | (99,103) |
| Dividends and interest on mutual funds | (96,319) |
| Interest income on fixed income fund | 87,913 |
| Interest income from interest bearing cash | 96,320 |
| Benefits paid to participants | 11,189 |
| Change in net assets available for benefits per Form 5500 | $ 3,411,761 |

### Note 10. Prohibited Transactions

For the year ended December 31, 2025, the Company inadvertently failed to deposit $537,190 of participant deferrals within the required time frame as stated by the United States Department of Labor regulations. The Company intends to reimburse the Plan for lost earnings, file Form 5330 and pay the applicable excise tax. The excise tax payments will be made from the Company's assets and not from assets of the Plan.

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions**
**Year Ended December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| Participant contributions transferred late to plan: $537,190 | Total that constitute prohibited non-exempt transactions $537,190 | | | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| [ x ] Check here if late participant loan repayments are included | Contributions not corrected | Contributions corrected outside of VFCP | Contributions pending correction in VFCP | |
| December 31, 2025 | $ 537,190 | $ - | $ - | $ - |

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)**
**December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | | Interest-bearing cash: | | |
| * | Fidelity | Government Money Market Fund | ** | $ 40,912 |
| | Goldman Sachs | FS Government Fund R6 | ** | 2,318,681 |
| | | Total interest-bearing cash | | 2,359,593 |
| | | Mutual funds: | | |
| | PIMCO | Income Fund Institutional Class | ** | 321,387 |
| | Neuberger Berman | Real Estate Fund Class R6 | ** | 81,049 |
| | Prudential | Total Return Bond Fund Class Z | ** | 567,763 |
| | Dodge & Cox | International Stock Fund | ** | 722 |
| | American Beacon | Small Cap Value Fund Class Institutional | ** | 649,206 |
| | Janus Henderson | Enterprise Fund Class N | ** | 408,989 |
| | American Funds | EuroPacific Growth Fund Class R-6 | ** | 1,542,691 |
| | Janus Henderson | Triton Fund Class N | ** | 153,161 |
| | JPMorgan | Equity Income Fund Class R6 | ** | 1,898,133 |
| * | Fidelity | Contrafund Class K | ** | 6,498,021 |
| * | Fidelity | U.S. Bond Index Fund—Premium Class | ** | 873,882 |
| * | Fidelity | 500 Index Fund—Premium Class | ** | 3,086,099 |
| * | Fidelity | International Index Fund—Premium Class | ** | 323,229 |
| * | Fidelity | Extended Market Index Fund | ** | 735,443 |
| * | Fidelity | Emerging Markets Fund K | ** | 247,761 |
| * | Fidelity | Freedom Index 2010 Fund—Premier II Class | ** | 49,192 |
| * | Fidelity | Freedom Index 2015 Fund—Premier II Class | ** | 347,841 |
| * | Fidelity | Freedom Index 2020 Fund—Premier II Class | ** | 2,245,710 |
| * | Fidelity | Freedom Index 2025 Fund—Premier II Class | ** | 2,077,290 |
| * | Fidelity | Freedom Index 2030 Fund—Premier II Class | ** | 8,143,296 |
| * | Fidelity | Freedom Index 2035 Fund—Premier II Class | ** | 4,276,468 |
| * | Fidelity | Freedom Index 2040 Fund—Premier II Class | ** | 7,771,613 |
| * | Fidelity | Freedom Index 2045 Fund—Premier II Class | ** | 3,642,272 |
| * | Fidelity | Freedom Index 2050 Fund—Premier II Class | ** | 1,893,494 |
| * | Fidelity | Freedom Index 2055 Fund—Premier II Class | ** | 2,026,682 |
| * | Fidelity | Freedom Index 2060 Fund—Premier II Class | ** | 1,146,428 |
| * | Fidelity | Freedom Index 2065 Fund—Premier II Class | ** | 378,359 |
| * | Fidelity | Freedom Index 2070 Fund—Premier II Class | ** | 10,354 |
| * | Fidelity | Freedom Index Retirement Fund—Premier II Class | ** | 332,348 |
| | | Total mutual funds | | 51,728,883 |
| | | Common collective trust fund: | | |
| | John Hancock | Disciplined Value Mid Cap B5 | ** | 846,226 |
| * | Participants | Notes receivable from participants (***) | ** | 874,775 |
| | | | | $ 55,809,477 |

* Party-in-interest.
** Cost information not required for participant-directed investments.
*** Maturing through May 2034 with interest rates between 3.25% and 9.50%.

The above information has been certified by Fidelity Management Trust Company, the trustee, as complete and accurate.

# Optimas OE Solutions, LLC
# Employee Savings Plan

Financial Report
December 31, 2025

**Contents**


| | |
|---|---|
| Independent auditor's report | 1-3 |
| Financial statements | |
| Statements of net assets available for benefits | 4 |
| Statement of changes in net assets available for benefits | 5 |
| Notes to financial statements | 6-12 |
| Supplementary information | |
| Schedule H, line 4a—schedule of delinquent participant contributions | 13 |
| Schedule H, line 4i—schedule of assets (held at end of year) | 14 |

RSM US LLP

# Independent Auditor's Report

Retirement Plan Committee, Plan Administrator and Plan Participants
Optimas OE Solutions, LLC Employee Savings Plan

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

We have performed audits of the financial statements of Optimas OE Solutions, LLC 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, 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 (DOL) 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 DOL'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 4 to the financial statements, is complete and accurate.

## Opinion

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

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

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



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

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

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

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

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

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

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

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

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

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL'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).

RSM US LLP

Chicago, Illinois
October 15, 2026

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | **2025** | 2024 |
|---|---|---|
| **Assets** | | |
| Investments, at fair value: | | |
| Mutual funds | **$ 54,934,702** | $ 51,386,618 |
| Receivables: | | |
| Notes receivable from participants | **874,775** | 1,011,098 |
| **Net assets available for benefits** | **$ 55,809,477** | $ 52,397,716 |

See notes to financial statements.

**Optimas OE Solutions, LLC Employee Savings Plan**

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

| | |
|---|---|
| Additions to net assets attributed to: | |
| Investment income: | |
| Net appreciation in fair value of mutual funds | $ 6,316,116 |
| Dividends and interest on mutual funds | 2,070,143 |
| **Total investment income** | 8,386,259 |
| Interest income on notes receivable from participants | 80,132 |
| Contributions: | |
| Employer | 1,013,979 |
| Participants | 2,735,672 |
| Rollover | 627,530 |
| **Total contributions** | 4,377,181 |
| **Total additions** | 12,843,572 |
| Deductions from net assets attributed to: | |
| Benefits paid | 9,334,007 |
| Administrative expenses | 97,804 |
| **Total deductions** | 9,431,811 |
| **Net increase in net assets available for benefits** | 3,411,761 |
| Net assets available for benefits: | |
| Beginning of year | 52,397,716 |
| End of year | $ 55,809,477 |

See notes to financial statements.

## Note 1. Description of Plan

The following description of the Optimas OE Solutions, LLC Employee Savings Plan (the Plan), incepted on June 15, 2015, provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

**General:** The Plan, as most recently amended November 15, 2022, is a contributory, defined-contribution plan maintained for the benefit of eligible employees, as defined by the Plan of Optimas OE Solutions, LLC (referred to herein as the Employer, Company or Optimas). The Company is the Plan Administrator. The Plan is subject to the provisions of the Employee Retirement Security Act of 1974 (ERISA), as amended.

**Eligibility and participation:** Under the Plan, employees of the Company are eligible to participate upon meeting the Plan's eligibility requirements. However, an employee is not eligible to participate if: (a) a resident of Puerto Rico; (b) covered by a collective bargaining agreement, unless the agreement requires the employee to be included under the Plan; (c) a leased employee; (d) a nonresident alien with no income from a U.S. source; and (e) former Circle Bolt & Nut, Inc. employees who were impacted by the transaction on June 15, 2018, until the plan merger effective January 1, 2019. Additionally, an individual is not eligible to participate if the individual is a signatory to a contract, letter of agreement or other document that acknowledges status as an independent contractor not entitled to benefits under the Plan and are not otherwise classified by the Employer as a common law employee or the Employer does not withhold income taxes, file Form W-2 (or any replacement form) or remit Social Security payments to the federal government, even if the individual is later adjudicated to be a common law employee.

An individual becomes eligible to participate immediately upon meeting all eligibility requirements. Effective January 1, 2021, the Plan's automatic enrollment for all newly eligible employees was amended to increase the initial pretax deferral contribution to 4%, 35 days after such employee's date of hire, but no sooner than such employee's entry date. Employees have the option to opt out of automatic enrollment or to elect a different deferral rate at any time prior to the effective date of the automatic enrollment.

The Plan's investments are 100% participant directed.

**Contributions:** Contributions from Plan participants and any Employer contributions are recorded in the year in which the participant compensation is withheld. The Plan provides for the following contributions, which are to be maintained in separate accounts:

***Participant contributions:*** The Plan allows for participants to make tax-deferred or after-tax contributions to the Plan by payroll deductions each payroll period. The Plan limits participant contributions to the maximum allowable annual contribution as determined by the Internal Revenue Code (IRC). Participants who have attained age 50 by the end of the plan year are eligible to make catch up contributions subject to the limits of the IRC. Participant contribution elections are made and can be adjusted by giving notice to the trustee.

***Discretionary matching employer contributions:*** The Company may make, but is not required to make, discretionary matching contributions to the Plan equal to a percentage (50% match up to first 8% of eligible compensation for the year ended December 31, 2025) of the elective contribution made by the participants to the Plan. A participant is eligible for discretionary matching Employer contributions only if the participant makes contributions to the Plan. The discretionary matching Employer contributions were $1,013,979 for the year ended December 31, 2025.

**Note 1. Description of Plan (Continued)**

***Discretionary nonelective contributions:*** The Company may make, but is not required to make, discretionary nonelective contributions in an amount to be determined by the Board of Directors for each plan year. An employee must complete at least 1,000 hours of service during the plan year and be employed as of the last day of the plan year to be eligible to receive any nonelective contributions. There were no discretionary nonelective contributions made for the year ended December 31, 2025.

***Rollover contributions:*** The Plan provides for rollover contributions to be made by employees from amounts distributed or transferred from other qualified deferred compensation plans.

**Vesting:** Participants are vested immediately in all contributions and any actual earnings thereon.

**Investment options:** Contributions are invested in mutual funds selected by each participant. If a participant does not make an affirmative investment election, any contributions will be invested in the applicable retirement fund with a target year closest to the year in which the participant will reach age 65. Participants are allowed to change their investment options on a daily basis.

**Participant accounts:** Deposits, withdrawals and transfers are made at the direction of the participants. The Plan Administrator is responsible for determining that such transactions are in accordance with the Plan.

The assets in the Plan are invested in available investment options and a separate account is established for each participant who makes and/or receives a contribution. The value of the account is updated each business day to reflect any contributions, Company match, exchanges between investment options, investment earnings or losses for each investment option and withdrawals. Allocation of administrative expenses of the Plan is based on participant account balances.

The benefit to which a participant is entitled is equal to the value of the participant's accounts.

**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 $50,000 or 50% of the vested account balance. Participants may apply for only one loan each calendar year and may only have one loan outstanding at any given time. The loans are secured by up to 50% of the vested balance in the participant's account. The loan interest rate is based on the prevailing interest rates charged by persons in the business of lending money for loans which would be made under similar circumstances at the time of loan origination as determined by the Company. Principal and interest must be repaid in level payments through after-tax payroll deductions on at least a quarterly basis over a five-year period unless it is for the purchase of your principal residence in which case the loan repayment period may not extend beyond 10 years from the date of the loan. Interest rates on loans outstanding are between 3.25% and 9.50% at December 31, 2025.

**Benefits paid to participants:** A distribution can be made at a participant's request due to disability, retirement or termination of employment from the employer. Also, a participant's beneficiary or beneficiaries may request a distribution of the vested account balance in the event of death. The value of the account balance will continue to increase or decrease, as appropriate, based on the investment returns until it is distributed.

### Note 1. Description of Plan (Continued)

Upon termination, a participant may defer receipt of distributions until a later date. However, it cannot be postponed if the participant's account balance is $5,000 or less as follows (a) if the account balance is $1,000 or less, the participant will receive a single lump-sum cash distribution equal to the value of the account; (b) if the account balance exceeds $1,000 but does not exceed $5,000, it will be rolled over to an Individual Retirement Account or Annuity, unless a cash distribution is elected. The participant's consent will be required for any distribution greater than $5,000.

At December 31, 2025 and 2024, there were no amounts owed to former participants whose employment had been terminated and who requested payouts of their account balances.

**Administration costs:** Most administrative costs of the Plan are paid for by the Plan, with the remainder paid by the Company.

### Note 2. Summary of Accounting Policies

**Basis of accounting:** The accompanying financial statements of the Plan are prepared on the accrual basis of accounting.

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

**Income recognition:** 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 or net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Investment valuation:** Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion regarding fair value measurements.

**Investments held by the trust:** All investments in the Plan are held by the trust. Fidelity Management Trust Company (Fidelity) is the trustee of the Plan and invests all assets in available investment options. The trustee identifies investment options that are designed to deliver safety and stability by preserving principal and accumulated earnings. ERISA imposes certain duties on the parties who are responsible for the operation of the Plan. These parties, called fiduciaries, have a duty to invest Plan assets in a prudent manner.

**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 the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2025 or 2024. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

**Payment of benefits:** Benefits are recorded when paid.

### Note 2. Summary of Accounting Policies (Continued)

**Expenses:** Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Transaction-based fees which are associated with optional services offered under the Plan are charged directly to the participant's account using a particular plan feature that may be available, such as a Plan loan. Investment fees are generally assessed as a percentage of assets invested and are deducted directly from investment returns. Investment fees can be in the form of sales charges, loads, commissions or management fees and are included in net appreciation or net depreciation in fair value of investments.

**Subsequent events:** The Plan Administrator has evaluated subsequent events through October 15, 2026, the date the financial statements were available to be issued.

### Note 3. Related-Party and Party-in-Interest Transactions

Fidelity is the trustee and recordkeeper for the Plan and certain plan investments are managed by Fidelity. Creative Planning LLC provides investment advisory services to the Plan. Therefore, fees paid to these parties qualify as party-in-interest transactions. Net fees paid to such parties during the year ended December 31, 2025, amounted to $97,804.

Certain administrative functions are performed by employees of the Company for which no compensation is received by the Plan.

### Note 4. Information Certified and Provided by Fidelity

The following is a summary of the Plan's asset and income information as of December 31, 2025 and 2024, and for the year ended December 31, 2025, included throughout the Plan's financial statements and ERISA-required supplemental schedules, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee, that information provided to the Plan Administrator by the trustee, related to the following assets and income, is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information which appears throughout the financial statements and ERISA-required supplemental schedules related to the following assets and income:

| | 2025 | 2024 |
|---|---|---|
| Mutual funds | $ 54,934,702 | $ 51,386,618 |
| Notes receivable from participants | 874,775 | 1,011,098 |
| Net appreciation in fair value of mutual funds | 6,316,116 | |
| Dividends and interest on mutual funds | 2,070,143 | |
| Interest income on notes receivable from participants | 80,132 | |

### Note 5. Fair Value Measurements

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

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

**Level 2:** 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
- 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.

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

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 need to maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

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

***Shares of mutual funds:*** Valued at the daily closing price as reported by the fund. Shares of mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 inputs).

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

### Note 5. Fair Value Measurements (Continued)

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

| | Assets at Fair Value as of December 31, 2025 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 54,934,702 | $ - | $ - | $ 54,934,702 |
| Investments at fair value | $ 54,934,702 | $ - | $ - | $ 54,934,702 |

| | Assets at Fair Value as of December 31, 2024 | | | |
|---|---|---|---|---|
| | Level 1 | Level 2 | Level 3 | Total |
| Investments in fair value hierarchy: | | | | |
| Mutual funds | $ 51,386,618 | $ - | $ - | $ 51,386,618 |
| Investments at fair value | $ 51,386,618 | $ - | $ - | $ 51,386,618 |

**Changes in fair value levels:** To assess that appropriate classification of investments within the fair value hierarchy, that availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

The Plan Administrator evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2025, there were no transfers in or out of Level 3.

### Note 6. Plan Termination

The Company has not expressed any intent to terminate the Plan; however, it is free to do so at any time subject to the provisions of ERISA.

### Note 7. Income Tax Status

The Plan has adopted a nonstandardized pre-approved plan sponsored by FMR LLC. The pre-approved plan provider has received an opinion letter dated June 30, 2020, from the Internal Revenue Service (IRS) as to the pre-approved submitter plan's qualified status. The pre-approved plan opinion letter has been relied upon by the Plan. The Plan has been amended since the pre-approved plan received the opinion letter. The Plan Administrator believes that the Plan is designed and being operated in compliance with the applicable sections of the IRC.

U.S. GAAP require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the United States IRS. The Company has analyzed the tax positions taken by the Plan and has concluded that as of December 31, 2025 and 2024, there are no uncertain tax positions taken or expected to be taken.

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

### Note 8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the 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 statement of net assets available for benefits at December 31, 2025.

### Note 9. Reconciliation of Financial Statements to Form 5500

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

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $ 55,809,477 | $ 52,397,716 |
| Notes receivable from participants | (874,775) | (1,011,098) |
| Investments—participant loans | 874,775 | 1,011,098 |
| Value of interest in mutual funds | (3,205,819) | (2,908,305) |
| Interest-bearing cash | 2,359,593 | 2,036,376 |
| Value of interest in fixed income funds | 846,226 | 871,929 |
| Net assets available for benefits per Form 5500 | $ 55,809,477 | $ 52,397,716 |

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Form 5500 for the year ended Decembers 31, 2025:

| | |
|---|---|
| Change in net assets available for benefits per the financial statements | $ 3,411,761 |
| Net appreciation in fair value of mutual funds | (99,103) |
| Dividends and interest on mutual funds | (96,319) |
| Interest income on fixed income fund | 87,913 |
| Interest income from interest bearing cash | 96,320 |
| Benefits paid to participants | 11,189 |
| Change in net assets available for benefits per Form 5500 | $ 3,411,761 |

### Note 10. Prohibited Transactions

For the year ended December 31, 2025, the Company inadvertently failed to deposit $537,190 of participant deferrals within the required time frame as stated by the United States Department of Labor regulations. The Company intends to reimburse the Plan for lost earnings, file Form 5330 and pay the applicable excise tax. The excise tax payments will be made from the Company's assets and not from assets of the Plan.

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions**
**Year Ended December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| Participant contributions transferred late to plan: $537,190 | Total that constitute prohibited non-exempt transactions $537,190 | | | Total fully corrected under VFCP and PTE 2002-51 |
|---|---|---|---|---|
| [ x ] Check here if late participant loan repayments are included | Contributions not corrected | Contributions corrected outside of VFCP | Contributions pending correction in VFCP | |
| December 31, 2025 | $ 537,190 | $ - | $ - | $ - |

**Optimas OE Solutions, LLC Employee Savings Plan**

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)**
**December 31, 2025**

Employer Identification Number: 47-3249061
Plan Number: 001

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | | Interest-bearing cash: | | |
| * | Fidelity | Government Money Market Fund | ** | $ 40,912 |
| | Goldman Sachs | FS Government Fund R6 | ** | 2,318,681 |
| | | Total interest-bearing cash | | 2,359,593 |
| | | Mutual funds: | | |
| | PIMCO | Income Fund Institutional Class | ** | 321,387 |
| | Neuberger Berman | Real Estate Fund Class R6 | ** | 81,049 |
| | Prudential | Total Return Bond Fund Class Z | ** | 567,763 |
| | Dodge & Cox | International Stock Fund | ** | 722 |
| | American Beacon | Small Cap Value Fund Class Institutional | ** | 649,206 |
| | Janus Henderson | Enterprise Fund Class N | ** | 408,989 |
| | American Funds | EuroPacific Growth Fund Class R-6 | ** | 1,542,691 |
| | Janus Henderson | Triton Fund Class N | ** | 153,161 |
| | JPMorgan | Equity Income Fund Class R6 | ** | 1,898,133 |
| * | Fidelity | Contrafund Class K | ** | 6,498,021 |
| * | Fidelity | U.S. Bond Index Fund—Premium Class | ** | 873,882 |
| * | Fidelity | 500 Index Fund—Premium Class | ** | 3,086,099 |
| * | Fidelity | International Index Fund—Premium Class | ** | 323,229 |
| * | Fidelity | Extended Market Index Fund | ** | 735,443 |
| * | Fidelity | Emerging Markets Fund K | ** | 247,761 |
| * | Fidelity | Freedom Index 2010 Fund—Premier II Class | ** | 49,192 |
| * | Fidelity | Freedom Index 2015 Fund—Premier II Class | ** | 347,841 |
| * | Fidelity | Freedom Index 2020 Fund—Premier II Class | ** | 2,245,710 |
| * | Fidelity | Freedom Index 2025 Fund—Premier II Class | ** | 2,077,290 |
| * | Fidelity | Freedom Index 2030 Fund—Premier II Class | ** | 8,143,296 |
| * | Fidelity | Freedom Index 2035 Fund—Premier II Class | ** | 4,276,468 |
| * | Fidelity | Freedom Index 2040 Fund—Premier II Class | ** | 7,771,613 |
| * | Fidelity | Freedom Index 2045 Fund—Premier II Class | ** | 3,642,272 |
| * | Fidelity | Freedom Index 2050 Fund—Premier II Class | ** | 1,893,494 |
| * | Fidelity | Freedom Index 2055 Fund—Premier II Class | ** | 2,026,682 |
| * | Fidelity | Freedom Index 2060 Fund—Premier II Class | ** | 1,146,428 |
| * | Fidelity | Freedom Index 2065 Fund—Premier II Class | ** | 378,359 |
| * | Fidelity | Freedom Index 2070 Fund—Premier II Class | ** | 10,354 |
| * | Fidelity | Freedom Index Retirement Fund—Premier II Class | ** | 332,348 |
| | | Total mutual funds | | 51,728,883 |
| | | Common collective trust fund: | | |
| | John Hancock | Disciplined Value Mid Cap B5 | ** | 846,226 |
| * | Participants | Notes receivable from participants (***) | ** | 874,775 |
| | | | | $ 55,809,477 |

* Party-in-interest.
** Cost information not required for participant-directed investments.
*** Maturing through May 2034 with interest rates between 3.25% and 9.50%.

The above information has been certified by Fidelity Management Trust Company, the trustee, as complete and accurate.