

**APPLIED MECHANICAL SYSTEMS, INC. 401(k) PROFIT SHARING PLAN
AUTOMATIC ENROLLMENT AND DEFAULT INVESTMENT NOTICE**

INTRODUCTION

This Notice contains information related to the Applied Mechanical Systems, Inc. 401(k) Profit Sharing Plan (the "Plan") for the Plan year beginning on **January 1, 2026**. The Plan year is each 12-month period ending on December 31.

The Plan provides for automatic enrollment and qualified default investment alternative features. This Notice gives you important information about these Plan feature and how they will affect you. For further information about the Plan, please see your copy of the Plan's Summary Plan Description (the "SPD"). If you need a copy of the SPD, would like a copy of other Plan documents, or if you have any questions regarding the information contained in this Notice, please contact the Plan Administrator at:

Applied Mechanical Systems, Inc.
Attn: Brian Daugherty
5598 Wolf Creek Pike
Dayton, Ohio 45426-2432
(937) 902-7071

AUTOMATIC ENROLLMENT

Automatic contribution arrangement ("ACA") provisions apply to the Plan. This type of automatic enrollment allows the Plan Administrator to enroll certain employees in the Plan who have not previously elected to participate in the Plan.

Do the Plan's automatic enrollment features apply to me if I have already made a deferral election?

No, if you have already made a deferral election, that amount will continue to be withheld from each of your paychecks until you make a new election. Automatic enrollment applies to employees who become participants in the Plan on or after January 1, 2016 and who have no election on file.

What happens if I do not make a timely deferral election?

If you are eligible to make elective deferrals and you do not make a deferral election upon entering the Plan, the Plan Administrator will begin deducting automatic deferrals from each of your paychecks and will submit those amounts to the Plan (automatic deferrals) on your behalf. An automatic deferral amount of 4% of your compensation will be withheld from each of your paychecks. The automatic deferral amount will be contributed as a pre-tax elective deferral to the Plan.

If you do not wish to have automatic deferrals withheld from each of your paychecks or if you want to change the amount withheld, you must make a deferral election. If automatic deferrals have already started, you may make a deferral election to change the amount being withheld or to stop the deferrals entirely.

Will the amount of the automatic deferrals increase?

Yes, if you do not make a deferral election, the initial automatic deferral amount of 4% will increase by 1% on the first day of the first plan year following the Plan year during which the initial automatic deferral became effective.

Subsequent deferral increases will occur on the first day of each Plan year until reaching the maximum automatic deferral amount of 12%.

ELECTIVE DEFERRALS

Your elective deferrals are amounts that you elect (or are deemed to have elected pursuant to the ACA) to have withheld from your paycheck and contributed to your Plan account. Please see the section of your SPD titled "Eligibility" to determine if you are eligible to make elective deferrals and "Compensation" for the type of compensation you may defer into the Plan.

How do I make or change my deferral election?

You may make or change your deferral election by returning a deferral election form to the Plan Administrator.

Once I make a deferral election, how often can I change, stop, or re-start the election?

You may change, stop, or restart your deferral election once each pay period.

If I make a deferral election is the amount withheld from my paychecks taxed?

You will have the option to decide if the amount you elect to defer into the Plan is taxed or not. If you choose to have your elective deferrals go into the Plan as pre-tax elective deferrals, you will not be taxed until you take the money out of the Plan. If you choose to have your elective deferrals go into the Plan as Roth elective deferrals, you will be taxed on that money when it is taken out of your paycheck, but it will not be taxed again when you take it out of the Plan. The earnings on those Roth elective deferrals may be taken out tax-free if certain conditions are met. Please see the SPD for more information on Roth elective deferrals

Are there any limits to how much I can defer into the Plan?

Your elective deferrals are subject to the following limits:

- Your total amount of deferrals cannot be more than the dollar limit which is set by law. The dollar limit may increase each year for cost-of-living adjustments. The Plan Administrator will notify you of the maximum you may defer.
- Effective January 1, 2026 if you earned more than \$145,000 in FICA Wages in the prior year, you may only defer your Catch-up Contributions on a Roth basis, and in order to assist with meeting nondiscrimination testing requirements, pre-tax Elective Deferrals you make may be recharacterized as Roth Elective Deferrals.
- If you are age 50 or over, you may defer an additional amount, called a "catch-up contribution," up to a maximum annual limit which is set by law and may increase each year for cost-of-living adjustments. Starting in 2025, Participants between the ages of 60-63 as of the end of the calendar year, may qualify for an increased "enhanced catch-up contribution". The Plan Administrator will notify you of the maximum catch-up contribution and enhanced catch-up contribution amounts.

The Plan Administrator may establish additional rules you will need to follow when making your deferral election. Your deferral election is only effective for compensation you have not received yet. The Plan Administrator may also reduce or totally suspend your election if it determines that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

PLAN INVESTMENTS

Can I direct how my account balances will be invested?

Yes, you can direct how your entire account balance will be invested from among the different investments offered under the Plan. You are encouraged to make an investment election that is consistent with your long-term investment and retirement plans.

How will my Plan account be invested if I do not make an investment election?

The Plan lets you invest your account in a number of different investment funds. Unless you choose a different investment fund or funds, your Plan account will be invested in the Great Gray Trust Capital Group Target Date Retirement Fund (the "Default Investment"). The age-appropriate investment is deemed to be that which references your projected retirement date based on the year you reach age 67. The Default Investment is intended to be a qualified default investment alternative and is more fully described below:

Name of Investment	Start Year End Year
Great Gray Trust Capital Group 2010 Trgt Date	2012 or earlier
Great Gray Trust Capital Group 2015 Trgt Date	2013 to 2017
Great Gray Trust Capital Group 2020 Trgt Date	2018 to 2022
Great Gray Trust Capital Group 2025 Trgt Date	2023 to 2027
Great Gray Trust Capital Group 2030 Trgt Date	2028 to 2032
Great Gray Trust Capital Group 2035 Trgt Date	2033 to 2037
Great Gray Trust Capital Group 2040 Trgt Date	2038 to 2042
Great Gray Trust Capital Group 2045 Trgt Date	2043 to 2047
Great Gray Trust Capital Group 2050 Trgt Date	2048 to 2052
Great Gray Trust Capital Group 2055 Trgt Date	2053 to 2057
Great Gray Trust Capital Group 2060 Trgt Date	2058 to 2062
Great Gray Trust Capital Group 2065 Trgt Date	2063 or later

Objective and Strategy:

This investment includes a pre-selected investment mix that will be automatically updated as you get closer to retirement. Investments are subject to the risks of their underlying assets. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. A target date investment is not guaranteed at any time, including on or after the target date.

Risk and Return Characteristics:

Investments in the Default Investment are subject to the risks of their underlying funds. Please refer to the prospectus for each of the underlying funds to understand these risks, which include, but are not limited to, market, interest rate, credit, allocation,

currency, and capitalization risks. Investors should carefully consider the investment objectives, risks, charges, and expenses of the investment funds before investing. The Default Investment may lose money and is not guaranteed at any time.

Name of Investment	Total Return % As of 03/31/2025	
	Since Inception 12/20/2024	YTD
Great Gray Trust Capital Group 2010 Trgt Date	2.75	2.69
Great Gray Trust Capital Group 2015 Trgt Date	2.49	2.43
Great Gray Trust Capital Group 2020 Trgt Date	2.24	2.24
Great Gray Trust Capital Group 2025 Trgt Date	1.93	1.93
Great Gray Trust Capital Group 2030 Trgt Date	0.80	0.99
Great Gray Trust Capital Group 2035 Trgt Date	0.06	0.31
Great Gray Trust Capital Group 2040 Trgt Date	-1.13	-0.76
Great Gray Trust Capital Group 2045 Trgt Date	-1.48	-1.12
Great Gray Trust Capital Group 2050 Trgt Date	-1.83	-1.41
Great Gray Trust Capital Group 2055 Trgt Date	-2.24	-1.83
Great Gray Trust Capital Group 2060 Trgt Date	-2.41	-1.94
Great Gray Trust Capital Group 2065 Trgt Date	-2.41	-1.94

Fees and expenses:

The operating fees and expenses described below apply to the Default Investment:

Name of Investment	Expense Ratio*	
	As a %	Per \$1000
Great Gray Trust Capital Group 2010 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2015 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2020 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2025 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2030 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2035 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2040 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2045 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2050 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2055 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2060 Trgt Date	0.36	\$3.60
Great Gray Trust Capital Group 2065 Trgt Date	0.36	\$3.60

*Redemption fees and contingent deferred sales charges (CDSC) do not apply/exist for these funds. Data as of 03/31/2025.

How can I change my investment election?

Subject to any additional restrictions placed on investment timing by the actual investment, you may change your investment elections each day the market is open by accessing your account through the Dynamic Pension Services web site at www.dynamicpension.com. Hover over the “DPS Easy Choice” menu in the upper right-hand corner. Select “Strategic Partners” and then click on “My Pension (TWG)”. You may also access your account via the voice response system at (877) 410-9984 (Plan Access Code 2525).

For more information, you can access the investment fund fact sheets or investment prospectus located on your participant website, which will include further information about the investment objectives, risk/return characteristics, fees, and transfer rights. Alternatively, you may contact your Plan Administrator at the address listed above.