LARKSPUR TOOL & DIE CO.
401(k) PLAN

Amended and Restated Effective January 1, 2023

Plan Number 001 · Sponsor EIN 84-0000099 (synthetic)

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ARTICLE I — DEFINITIONS

Wherever used in this Plan, the following terms have the meanings set forth below unless a different meaning is plainly required by the context. The masculine includes the feminine and the singular includes the plural.

1.1 Account

"Account" means the separate account maintained for a Participant, which consists of the Participant's Elective Deferral Account, Matching Contribution Account, and Profit Sharing Contribution Account.

1.2 Administrator

"Administrator" means the Employer, acting through its Benefits Committee, or such other person or committee as the Employer may designate to administer the Plan.

1.3 Beneficiary

"Beneficiary" means the person or persons designated under Article XI to receive any benefit payable upon the death of a Participant.

1.4 Code

"Code" means the Internal Revenue Code of 1986, as amended, and the regulations and other guidance issued thereunder.

1.5 Compensation

"Compensation" means wages, salaries, and other amounts paid to an Employee by the Employer for services rendered and reported in Box 1 of Form W-2, increased by Elective Deferrals and amounts excluded from income under Code Section 125, and excluding expense reimbursements, fringe benefits, and severance pay. Bonuses shall be included in Compensation to the extent the Administrator deems appropriate.

1.6 Compensation Limit

Compensation taken into account for any Plan Year shall not exceed the limit in effect under Code Section 401(a)(17) for that Plan Year, as adjusted for cost-of-living increases under Code Section 401(a)(17)(B).

1.7 Effective Date

"Effective Date" of this amendment and restatement means January 1, 2023. The Plan was originally effective January 1, 1998.

1.8 Elective Deferral

"Elective Deferral" means a contribution made by the Employer on behalf of a Participant pursuant to the Participant's salary reduction election under Section 3.1.

1.9 Employee

"Employee" means any individual employed by the Employer as a common-law employee, other than a leased employee within the meaning of Code Section 414(n).

1.10 Employer

"Employer" means Larkspur Tool & Die Co., an Ohio corporation (synthetic), and any successor that adopts this Plan.

1.11 Entry Date

"Entry Date" means the first day of the Plan Year coinciding with or next following the date on which an Employee satisfies the eligibility requirements of Section 2.1.

1.12 Highly Compensated Employee

"Highly Compensated Employee" means an Employee described in Code Section 414(q). The Employer does not elect the top-paid group limitation.

1.13 Hour of Service

"Hour of Service" means each hour for which an Employee is paid or entitled to payment for the performance of duties for the Employer, determined in accordance with Department of Labor Regulation Section 2530.200b-2.

1.14 Key Employee

"Key Employee" means an Employee or former Employee described in Code Section 416(i)(1).

1.15 Normal Retirement Age

"Normal Retirement Age" means the date a Participant attains age sixty-five (65).

1.16 Participant

"Participant" means an Employee who has satisfied the requirements of Article II and has entered the Plan, and any former Employee who retains an Account balance.

1.17 Plan Year

"Plan Year" means the twelve-consecutive-month period beginning each January 1 and ending each December 31.

1.18 Year of Service

"Year of Service" means a twelve-consecutive-month computation period during which an Employee completes at least one thousand (1,000) Hours of Service. The initial computation period begins on the Employee's date of hire; subsequent computation periods are Plan Years beginning with the Plan Year that includes the first anniversary of the date of hire.

ARTICLE II — ELIGIBILITY AND PARTICIPATION

2.1 Eligibility Requirements

An Employee shall become eligible to participate in the Plan upon attaining age twenty-one (21) and completing one (1) Year of Service.

2.2 Commencement of Participation

An Employee who has satisfied the eligibility requirements of Section 2.1 shall become a Participant on the Entry Date coinciding with or next following the date on which such requirements are satisfied, provided the Employee is employed on that Entry Date.

2.3 Excluded Employees

The following Employees are not eligible to participate: (a) Employees included in a unit of employees covered by a collective bargaining agreement, if retirement benefits were the subject of good-faith bargaining; and (b) nonresident aliens who receive no earned income from the Employer that constitutes income from sources within the United States.

2.4 Reemployment

A former Participant who is reemployed shall resume participation immediately upon reemployment. A former Employee who had satisfied the eligibility requirements but terminated before the Entry Date shall become a Participant on the later of the Entry Date or the date of reemployment.

2.5 Election Not to Participate

An eligible Employee may elect not to make Elective Deferrals. Such election shall not affect the Employee's status as a Participant for purposes of any other contribution under the Plan.

2.6 Notice of Eligibility

The Administrator shall notify each Employee of his or her eligibility to participate and shall provide the Employee a reasonable opportunity to enter into a salary reduction election before the Entry Date.

ARTICLE III — CONTRIBUTIONS

3.1 Elective Deferrals

Each Participant may elect to have the Employer reduce his or her Compensation by any whole percentage from one percent (1%) to seventy-five percent (75%) and contribute that amount to the Plan as an Elective Deferral. A Participant may change or revoke an election as of the first payroll period of any calendar quarter.

3.2 Limit on Elective Deferrals

A Participant's Elective Deferrals for any calendar year, together with elective deferrals under any other plan maintained by the Employer, shall not exceed the limit in effect under Code Section 402(g)(1) for that year. Any excess deferrals, together with allocable income, shall be distributed no later than April 15 of the following calendar year.

3.3 Catch-Up Contributions

A Participant who has attained or will attain age fifty (50) before the close of the calendar year may make catch-up contributions in accordance with, and subject to the limitations of, Code Section 414(v).

3.4 Matching Contributions

For each payroll period, the Employer shall contribute on behalf of each Participant who makes Elective Deferrals a Matching Contribution equal to one hundred percent (100%) of Elective Deferrals not exceeding three percent (3%) of Compensation, plus fifty percent (50%) of Elective Deferrals that exceed three percent (3%) but do not exceed five percent (5%) of Compensation.

3.5 Profit Sharing Contributions

For each Plan Year the Employer may make a discretionary Profit Sharing Contribution in an amount determined by the Employer. The Profit Sharing Contribution shall be allocated to eligible Participants in the ratio that each such Participant's Compensation bears to the Compensation of all such Participants.

3.6 Allocation Conditions

To share in the Profit Sharing Contribution for a Plan Year, a Participant must complete at least one thousand (1,000) Hours of Service during the Plan Year and be employed on the last day of the Plan Year, except that these conditions shall not apply to a Participant who dies, becomes disabled, or attains Normal Retirement Age during the Plan Year.

3.7 Nondiscrimination Testing

The Plan is not intended to be a safe harbor plan. Elective Deferrals shall satisfy the actual deferral percentage test of Code Section 401(k)(3), and Matching Contributions shall satisfy the actual contribution percentage test of Code Section 401(m)(2), in each case using the current-year testing method.

3.8 Correction of Excess Contributions

If the actual deferral percentage test or the actual contribution percentage test is not satisfied for a Plan Year, the Administrator shall correct the failure by distributing excess contributions or excess aggregate contributions, with allocable income, to Highly Compensated Employees in accordance with Treasury Regulation Sections 1.401(k)-2(b) and 1.401(m)-2(b), or by making qualified nonelective contributions.

3.9 Timing of Contributions

Elective Deferrals shall be deposited to the trust as of the earliest date on which they can reasonably be segregated from the Employer's general assets, and in no event later than the date required by Department of Labor Regulation Section 2510.3-102.

3.10 Contributions Conditioned on Deductibility

Each Employer contribution is conditioned on its deductibility under Code Section 404.

ARTICLE IV — LIMITATIONS ON CONTRIBUTIONS

4.1 Annual Additions Limit

The Annual Additions credited to a Participant's Account for any limitation year shall not exceed the lesser of (a) the dollar limitation in effect under Code Section 415(c)(1)(A), as adjusted under Code Section 415(d), or (b) one hundred percent (100%) of the Participant's compensation, within the meaning of Code Section 415(c)(3), for the limitation year. The limitation year is the Plan Year.

4.2 Annual Additions Defined

"Annual Additions" means the sum of Elective Deferrals (other than catch-up contributions), Matching Contributions, Profit Sharing Contributions, and forfeitures allocated to a Participant's Account for the limitation year.

4.3 Correction of Excess Annual Additions

If the Annual Additions for a Participant exceed the limit of Section 4.1, the excess shall be corrected in accordance with the Employee Plans Compliance Resolution System as published by the Internal Revenue Service.

4.4 Aggregation of Plans

For purposes of this Article, all defined contribution plans maintained by the Employer or any member of its controlled group, within the meaning of Code Sections 414(b), (c), (m), and (o) as modified by Code Section 415(h), shall be treated as a single plan.

ARTICLE V — VESTING

5.1 Elective Deferrals

A Participant shall at all times be one hundred percent (100%) vested in his or her Elective Deferral Account.

5.2 Employer Contributions

A Participant shall be vested in his or her Matching Contribution Account and Profit Sharing Contribution Account in accordance with the following schedule, based on the Participant's Years of Service:

Years of Service	Vested Percentage
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7 or more	100%

5.3 Full Vesting

Notwithstanding Section 5.2, a Participant shall be one hundred percent (100%) vested in his or her entire Account upon attaining Normal Retirement Age while employed, upon death or disability while employed, or upon termination or complete discontinuance of contributions under the Plan.

5.4 Forfeitures

The nonvested portion of a terminated Participant's Account shall be forfeited upon the earlier of distribution of the vested portion or the occurrence of five (5) consecutive one-year breaks in service. Forfeitures shall be used first to pay Plan expenses and then to reduce Employer contributions.

ARTICLE VI — RETIREMENT BENEFITS

6.1 Normal Retirement

A Participant who attains Normal Retirement Age shall be entitled to the entire balance of his or her Account. A Participant may continue employment after Normal Retirement Age and shall continue to participate in the Plan.

ARTICLE VII — DISTRIBUTIONS UPON SEVERANCE FROM EMPLOYMENT

7.1 Form of Distribution

Upon a Participant's severance from employment, the vested Account balance shall be distributed in a single lump-sum payment in cash, or in such partial payments as the Participant may elect, not more frequently than once per Plan Year.

7.2 Consent to Distribution

If the vested Account balance of a Participant exceeds five thousand dollars ($5,000), no distribution shall be made before the Participant attains Normal Retirement Age without the Participant's written consent. If the vested Account balance does not exceed $5,000, the Administrator shall direct distribution of the balance in a single sum as soon as administratively practicable after severance from employment.

7.3 Timing of Distribution

Unless the Participant elects otherwise, distribution shall commence no later than the sixtieth (60th) day after the close of the Plan Year in which the latest of the following occurs: the Participant attains Normal Retirement Age, the tenth anniversary of the year the Participant commenced participation, or the Participant's severance from employment.

7.4 Distribution upon Death

Upon a Participant's death, the vested Account balance shall be distributed to the Participant's Beneficiary in a single lump-sum payment, subject to Article IX.

ARTICLE VIII — IN-SERVICE DISTRIBUTIONS AND LOANS

8.1 Distributions after Age 59½

A Participant who has attained age fifty-nine and one-half (59½) may elect to receive a distribution of all or any portion of his or her vested Account while employed. Such election may be made not more than once per Plan Year.

8.2 Alternate Payees

The Plan shall make distributions to an alternate payee under a qualified domestic relations order, as defined in Code Section 414(p), at the time specified in the order, without regard to the Participant's age.

8.3 Participant Loans

The Plan does not permit loans to Participants.

8.4 Qualified Reservist Distributions

A Participant who is ordered or called to active duty for a period in excess of 179 days or for an indefinite period may elect a qualified reservist distribution of Elective Deferrals in accordance with Code Section 72(t)(2)(G).

8.5 Hardship Distributions

No distributions shall be made on account of hardship.

8.6 Restrictions on Elective Deferral Accounts

Except as provided in this Article, amounts attributable to Elective Deferrals may not be distributed before the Participant's severance from employment, death, disability, attainment of age fifty-nine and one-half (59½), or termination of the Plan, as provided in Code Section 401(k)(2)(B).

ARTICLE IX — REQUIRED MINIMUM DISTRIBUTIONS

9.1 Required Beginning Date

A Participant's entire interest shall be distributed, or begin to be distributed, no later than April 1 of the calendar year following the later of (a) the calendar year in which the Participant attains age seventy-two (72), or (b) the calendar year in which the Participant retires, except that clause (b) shall not apply to a Participant who is a five-percent owner.

9.2 Compliance with Code Section 401(a)(9)

All distributions required under this Article shall be determined and made in accordance with Code Section 401(a)(9) and the Treasury Regulations thereunder, which shall override any distribution option in the Plan inconsistent with Code Section 401(a)(9).

ARTICLE X — TOP-HEAVY PROVISIONS

10.1 Top-Heavy Determination

The Plan shall be top-heavy for a Plan Year if, as of the determination date, the aggregate of the Accounts of Key Employees exceeds sixty percent (60%) of the aggregate of the Accounts of all Employees, determined in accordance with Code Section 416(g).

10.2 Minimum Allocation

For any Plan Year in which the Plan is top-heavy, each Participant who is not a Key Employee and who is employed on the last day of the Plan Year shall receive an allocation of Employer contributions of not less than the lesser of three percent (3%) of Compensation or the highest percentage allocated to any Key Employee, as required by Code Section 416(c)(2).

ARTICLE XI — SPOUSAL RIGHTS AND BENEFICIARIES

11.1 Exemption from Annuity Requirements

The Plan does not offer any annuity form of benefit, and it is intended that the Plan be exempt from the qualified joint and survivor annuity requirements under Code Section 401(a)(11)(B)(iii).

11.2 Spousal Beneficiary

Upon the death of a married Participant, the Participant's entire vested Account balance shall be payable to the surviving spouse, unless the spouse has consented in writing to the designation of another Beneficiary, the consent acknowledges the effect of the designation, and the consent is witnessed by a notary public or a Plan representative, in accordance with Code Section 417(a)(2).

11.3 Absence of Designation

If no valid Beneficiary designation is in effect at the Participant's death, the Beneficiary shall be the Participant's surviving spouse or, if none, the Participant's estate.

ARTICLE XII — ADMINISTRATION

12.1 Powers of the Administrator

The Administrator shall have discretionary authority to interpret the Plan, to determine eligibility for benefits, and to decide all questions arising in the administration of the Plan. The Administrator's determinations shall be applied in a uniform and nondiscriminatory manner.

12.2 Claims Procedure

Claims for benefits shall be filed with the Administrator and shall be decided in accordance with the procedures required by Department of Labor Regulation Section 2560.503-1.

ARTICLE XIII — AMENDMENT AND TERMINATION

13.1 Amendment

The Employer may amend the Plan at any time by written instrument adopted by resolution of its Board of Directors. No amendment shall reduce a Participant's accrued benefit, except to the extent permitted under Code Section 411(d)(6).

13.2 Termination

The Employer may terminate the Plan at any time. Upon termination or partial termination, each affected Participant shall be one hundred percent (100%) vested in his or her Account.

13.3 Exclusive Benefit

No part of the trust shall be used for or diverted to purposes other than the exclusive benefit of Participants and their Beneficiaries, except as permitted by law.

13.4 Governing Law

The Plan shall be construed in accordance with the Code, the Employee Retirement Income Security Act of 1974, and, to the extent not preempted, the laws of the State of Ohio.

IN WITNESS WHEREOF, the Employer has caused this amended and restated Plan to be executed this 14th day of February, 2023.

LARKSPUR TOOL & DIE CO. (synthetic)

By: _____ Title: President

AMENDMENT NO. 1 TO THE LARKSPUR TOOL & DIE CO. 401(K) PLAN

Adopted December 12, 2023 · Effective January 1, 2024

WHEREAS, Larkspur Tool & Die Co. (the "Employer") maintains the Larkspur Tool & Die Co. 401(k) Plan (the "Plan"), amended and restated effective January 1, 2023; and

WHEREAS, the Employer reserved the right to amend the Plan under Section 13.1, and its Board of Directors has authorized this amendment;

NOW, THEREFORE, the Plan is amended as follows, effective January 1, 2024:

1. Hardship Distributions

A Participant may request a distribution from his or her Elective Deferral Account on account of hardship. A distribution shall be made on account of hardship only if it is made on account of an immediate and heavy financial need of the Participant and does not exceed the amount necessary to satisfy that need, determined in accordance with Treasury Regulation Section 1.401(k)-1(d)(3).

2. Remaining Provisions

Except as amended herein, the Plan remains in full force and effect.

IN WITNESS WHEREOF, the Employer has caused this Amendment No. 1 to be executed this 12th day of December, 2023.

LARKSPUR TOOL & DIE CO. (synthetic)

By: _____ Title: President