

**Company Name:** NovaTech Industries Inc. **Fiscal Year Ended:** December 31, 2024  
**Exchange:** NYSE **Ticker Symbol:** NVT

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## PART I

**Item 1. Business** NovaTech Industries Inc. is a leading provider of advanced manufacturing solutions and industrial automation technologies. Our core business segments include robotics, AI-driven process optimization, and smart factory infrastructure. We serve clients across automotive, aerospace, and consumer electronics sectors.

**Item 1A. Risk Factors**

- Global supply chain disruptions may impact production timelines.
- Rapid technological changes could render existing products obsolete.
- Cybersecurity threats pose risks to operational continuity.
- Regulatory changes in international markets may affect compliance costs.

**Item 1B. Unresolved Staff Comments** None.

**Item 2. Properties** NovaTech owns and operates 12 manufacturing facilities across North America, Europe, and Asia. Our headquarters is located in Chicago, Illinois.

**Item 3. Legal Proceedings** NovaTech is currently involved in a patent dispute in the EU related to robotic arm technology. Management believes the outcome will not materially affect financial results.

**Item 4. Mine Safety Disclosures** Not applicable.

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## PART II

**Item 5. Market for Registrant’s Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities** NovaTech’s common stock is traded on the NYSE under the symbol NVT. As of December 31, 2024, there were approximately 3,200 registered shareholders.

**Item 6. Selected Financial Data**

Metric	2024	2023	2022
Revenue	\$12.4B	\$11.1B	\$9.8B
Net Income	\$1.9B	\$1.6B	\$1.2B
EPS	\$4.75	\$4.10	\$3.25
Total Assets	\$18.2B	\$16.5B	\$14.9B

**Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations** 2024 was a record year for NovaTech, driven by strong demand for automation solutions and strategic acquisitions. Gross margins improved due to operational efficiencies and favorable pricing. We continue to invest in R&D to maintain our competitive edge.

**Item 8. Financial Statements and Supplementary Data** Audited financial statements are included in Appendix A.

**Item 9. Changes in and Disagreements with Accountants on Accounting and Financial Disclosure** None.

**Item 9A. Controls and Procedures** Management has evaluated the effectiveness of internal controls and found no material weaknesses.

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## PART III

**Item 10. Directors, Executive Officers and Corporate Governance** NovaTech’s board consists of 10 members, including 3 women and 2 members from underrepresented groups. The CEO is Jordan Ellis.

**Item 11. Executive Compensation** Total compensation for the CEO in 2024 was \$12.5M, including salary, bonus, and stock options.

**Item 12. Security Ownership of Certain Beneficial Owners and Management** Institutional investors hold approximately 65% of outstanding shares.

**Item 13. Certain Relationships and Related Transactions, and Director Independence** No material related-party transactions occurred in 2024.

**Item 14. Principal Accounting Fees and Services** Audit fees paid to Ernst & Young totaled \$3.2M.

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## PART IV

**Item 15. Exhibits and Financial Statement Schedules** See Appendix A for financial statements and Appendix B for exhibits.

**Item 16. Form 10-K Summary** NovaTech Industries Inc. delivered strong financial performance in 2024, expanded its global footprint, and reinforced its leadership in industrial automation.