

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 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
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.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ 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: ☒ 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 GLOBAL INFRASTRUCTURE SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 004
1c	Effective date of plan 10/01/1985
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) T.Y. LIN INTERNATIONAL GROUP, LTD 345 CALIFORNIA ST SUITE 2300 SAN FRANCISCO, CA 94104
2b	Employer Identification Number (EIN) 94-3277448
2c	Plan Sponsor's telephone number 415-291-3700
2d	Business code (see instructions) 541330

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.	12/11/2024	PREETHI SANTHANAM
	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 ☒ 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 T.Y. LIN INTERNATIONAL c Plan Name T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN	4b EIN 94-1598707 4d PN 004
5 Total number of participants at the beginning of the plan year	5 1407
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 959 6a(2) 1873 6b 15 6c 774 6d 2662 6e 0 6f 2662 6g(1) 1351 6g(2) 2594 6h 78
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 Characteristics Codes in the instructions:
2E 2F 2G 2J 2K 2R 2T 3D 3H

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ 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) ☒ Trust (4) ☐ General assets of the sponsor
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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)** ☒ **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)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ **A** (Insurance Information) – Number Attached 0
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan GLOBAL INFRASTRUCTURE SAVINGS PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL GROUP, LTD	D Employer Identification Number (EIN) 94-3277448

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

Yes

No
- b

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

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	
04-2647786	

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	148462	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	76431	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MORGAN STANLEY DOMESTIC HOLDINGS,

20-8764829

(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	INVESTMENT ADVISOR	24198	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

ARMANINO LLP

94-6214841

(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?
10	ACCOUNTANT/AUDITOR	16695	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

(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.	
INVESCO CAPITAL APPRECIATION A 11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	0.40%	
(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.	
INVESCO ROCHESTER LMTD TERM NY MUN 11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	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.	
INVESCO INTL DIVERSIFIED Y 11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	0.10%	

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.	
INVESCO GLOBAL A 11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	0.40%	
(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.	
INVESCO GLOBAL OPPORTUNITIES Y 11 GREENWAY PLAZA STE 100 HOUSTON, TX 77046	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.	
AB RELATIVE VALUE FUND ADVISOR CLA 8000 IH 10 W STE 1400 14TH FL SAN ANTONIO, TX 78230	0.10%	

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.	
AB DISCOVERY GROWTH ADVISOR 8000 IH 10 W STE 1400 14TH FL SAN ANTONIO, TX 78230	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.	
AB MUNI INCOME NATIONAL PORT ADV 8000 IH 10 W STE 1400 14TH FL SAN ANTONIO, TX 78230	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.	
AMANA PARTICIPATION FD INSTITUTION 1300 NORTH STATE ST BELLINGHAM, WA 98225	0.10%	

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.	
AMERICAN MUTUAL FUNDCL F2 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.15%	
(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.	
ARTISAN SMALL CAP FUND INVESTOR CL 875 E WISCONSIN AVE STE 800 MILWAUKEE, WI 53202	0.39%	
(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.	
BLACKROCK LIFEPAATH DYNAMIC 2055 CL 40 EAST 52ND ST NEW YORK, NY 10022	0.08%	

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.	
BLACKROCK LIFEPATH DYNAMIC 2060 I 40 EAST 52ND ST NEW YORK, NY 10022	0.08%	
(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.	
BLACKROCK LIFEPATH DYNAMIC 2050 IN 40 EAST 52ND ST NEW YORK, NY 10022	0.08%	
(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.	
BARON REAL ESTATE FUND INSTITUTION 767 5TH AVE 49TH FL NEW YORK, NY 10153	0.15%	

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.	
AB INTERMEDIATE DIVERSIFIED MUNI A 8000 IH 10 W STE 1400 14TH FL SAN ANTONIO, TX 78230	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.	
BLACKROCK SHORT OBLIGATIONS INSTL 40 EAST 52ND ST NEW YORK, NY 10022	0.05%	
(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.	
WILLIAM BLAIR SMALL MID CAP GROWTH 222 WEST ADAMS ST 12TH FL CHICAGO, IL 60606	0.10%	

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.	
WILLIAM BLAIR SMALL CAP FD CLASS I 222 WEST ADAMS ST 12TH FL CHICAGO, IL 60606	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.	
CALVERT EQUITY FUND CLASS A 4550 MONTGOMERY AVE STE 1000 N BETHESDA, MD 20814	0.40%	
(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.	
COHEN& STEERS GLBAL REALTY CL I 280 PARK AVE 10TH FL NEW YORK, NY 10017	0.10%	

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.	
COHEN & STEERS INSTL REALTY SHARES 280 PARK AVE 10TH FL NEW YORK, NY 10017	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.	
COLUMBIA TOTAL RETURN BOND CL I 225 FRANKLIN ST BX25 10320 BOSTON, MA 02110	0.40%	
(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.	
EATON VANCE ATLANTA CAP SMID CAP F TWO INTERNATIONAL PLACE BOSTON, MA 02110	\$16.00	

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.	
FRANKLIN GROWTH ADVISOR CLASS 100 FOUNTAIN PARKWAY ST. PETERSBURG, FL 33716	\$16.00	
(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.	
FRANKLIN GOLD AND PRECIOUS METALS 100 FOUNTAIN PARKWAY ST. PETERSBURG, FL 33716	\$16.00	
(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.	
AMERICAN GROWTH FUNDOF AMERICA CL 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.15%	

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.	
GUGGENHEIM SMID CAP VALUE I 9601 BLACKWELL RD STE 500 ROCKVILLE, MD 20850	0.07%	
(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.	
JOHN HANCOCK CLASSIC VALUE CL A 601 CONGRESS ST. 9TH FL. BOSTON, MA 02210	0.40%	
(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.	
THE HARTFORD INTL OPPT FD CLASS I 100 MATSONFORD RD STE 300 RADNOR, PA 19087	0.15%	

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.	
AMERICAN INVESTMENT CO. OF AMERICA 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.15%	
(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.	
JANUS HENDERSON FORTY T 151 DETROIT ST. DENVER, CO 80206	0.35%	
(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.	
JPMORGAN EMERGING MKTS EQUITY CLAS 1111 POLARIS PARKWAY COLUMBUS, OH 43240	0.15%	

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.	
JPMORGAN US VALUE CLASS I 1111 POLARIS PARKWAY COLUMBUS, OH 43240	0.15%	
(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.	
LORD ABBETT HIGH INC MUNI BOND CL 90 HUDSON ST 10TH FL JERSEY CITY, NJ 07302	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.	
LORD ABBETT FUNDAMENTAL EQUITY I 90 HUDSON ST 10TH FL JERSEY CITY, NJ 07302	0.10%	

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.	
LORD ABBETT SHORT DURATION INCOME 90 HUDSON ST 10TH FL JERSEY CITY, NJ 07302	0.15%	
(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.	
MAINSTAY MACKAY HIGHYIELD CORP BD 30 HUDSON ST 23RD FL ARLINGTON, NJ 07032	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STANLEY GLOBAL OPPORTUNITY 522 FIFTH AVE 4TH FL NEW YORK, NY 10036	0.40%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MORGAN STANLEY GLOBAL OPPORTUNITY 522 FIFTH AVE 4TH FL NEW YORK, NY 10036	0.15%	
(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.	
NATIONWIDE NYSE ARCA TECH 100 INDE 1000 CONTINENTAL DR STE 400 COLUMBUS, OH 43215	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.	
NATIONWIDE NYSE ARCA TECH 100 INDE 1000 CONTINENTAL DR STE 400 COLUMBUS, OH 43215	0.10%	

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.	
PIONEER FUNDAMENTAL GROWTH FD CL Y 60 STATE ST 17TH FL. BOSTON, MA 02109	0.15%	
(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.	
T ROWE PRICE GLOBAL TECHNOLOGY 4515 PAINTERS MILL RD OWINGS MILLS, MD 21117	0.15%	
(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.	
PRECIOUS METALS ULTRA SEC PRO INVS 7501 WISCONSIN AVE STE 1000 E TOWE BETHESDA, MD 20814	0.40%	

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.	
PGIM SHORT TERM CORP BOND CL Z 655 BROAD ST NEWARK, NJ 07102	0.15%	
(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.	
T ROWE PRICE BLUE CHIP GROWTH INC 4515 PAINTERS MILL RD OWINGS MILLS, MD 21117	0.15%	
(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.	
T ROWE PRICE GLOBAL STOCK 4515 PAINTERS MILL RD OWINGS MILLS, MD 21117	0.15%	

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.	
RYDEX NASDAQ 100 2X STRATEGY CL A 9601 BLACKWELL RD STE 500 ROCKVILLE, MD 20850	0.40%	
(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.	
TETON WESTWOOD SMALL CAP EQUITY CL 401 THEODORE FREMD. AVE. RYE, NY 10580	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.	
THORNBURG INTL EQUITY FUND CL I 2300 NORTH RIDGETOP RD SANTA FE, NM 87506	0.10%	

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.	
THORNBURG INTL EQUITY FUND CL A 2300 NORTH RIDGETOP RD SANTA FE, NM 87506	0.40%	
(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.	
VICTORY NASDAQ 100 INDEX FUND 4900 TIEDEMAN RD 4TH FL BROOKLYN, OH 44114	0.15%	
(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.	
VIRTUS KAR SMALL CAP CORE FUND CL 100 SUMMIT LAKE DR 201 GREENFIELD, MA 01301	0.40%	

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.	
VIRTUS NFJ LARGE CAPVALUE A 100 SUMMIT LAKE DR 201 GREENFIELD, MA 01301	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **12/31/2023**

A Name of plan GLOBAL INFRASTRUCTURE SAVINGS PLAN	B Three-digit plan number (PN) ►	004
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL GROUP, LTD	D Employer Identification Number (EIN) 94-3277448	

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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2020 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-314	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8351534
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2030 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-316	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 21170500
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET INC VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-326	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4172136
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2065 VI		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS TRUST		
c EIN-PN 32-6528132-049	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 822221
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2040 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-318	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14968361
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2045 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-319	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16011562
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2060 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-454	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3833662

a Name of MTIA, CCT, PSA, or 103-12 IE: LS SMALL MID CP GR C		
b Name of sponsor of entity listed in (a): LOOMIS SAYLES TRUST COMPANY, LLC		
c EIN-PN 84-6391546-016	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12995756
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2035 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-317	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 20772681
a Name of MTIA, CCT, PSA, or 103-12 IE: FID GROWTH CO POOL A		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-135	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 56796136
a Name of MTIA, CCT, PSA, or 103-12 IE: GS STABLE VAL INST1		
b Name of sponsor of entity listed in (a): GOLDMAN SACHS TRUST COMPANY NA		
c EIN-PN 13-4166989-025	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 15842883
a Name of MTIA, CCT, PSA, or 103-12 IE: VICT INT SMMDCP VL C		
b Name of sponsor of entity listed in (a): GLOBAL TRUST COMPANY		
c EIN-PN 80-6249702-007	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10532231
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2025 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-315	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16674708
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2050 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-320	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13240437
a Name of MTIA, CCT, PSA, or 103-12 IE: SS TRGT RET 2055 VI		
b Name of sponsor of entity listed in (a): STATE STREET BANK & TRUST CO.		
c EIN-PN 90-0337987-325	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7710902
a Name of MTIA, CCT, PSA, or 103-12 IE: MIP CL 1		
b Name of sponsor of entity listed in (a): FIDELITY MANAGEMENT TRUST COMPANY		
c EIN-PN 04-3022712-024	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 681047
a Name of MTIA, CCT, PSA, or 103-12 IE: WT INTL OPSS 4		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA		
c EIN-PN 27-3649481-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2082189

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
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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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan GLOBAL INFRASTRUCTURE SAVINGS PLAN	B Three-digit plan number (PN) ►	004
C Plan sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL GROUP, LTD		
		D Employer Identification Number (EIN) 94-3277448

Part I	Asset and Liability Statement
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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	17726
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	274212	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)	0	1371010
(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	1356122
(B) Common	1c(4)(B)	0	7295109
(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)	1204452	2105948
(9) Value of interest in common/collective trusts	1c(9)	11697342	226658946
(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)	168500606	94895151
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	181676612	333700012
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	108
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	108
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	181676612	333699904

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)	5400316	
(B) Participants	2a(1)(B)	20212429	
(C) Others (including rollovers)	2a(1)(C)	3790361	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		29403106
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	32898	
(B) U.S. Government securities	2b(1)(B)	238	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	97431	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		130567
(2) Dividends: (A) Preferred stock	2b(2)(A)	37593	
(B) Common stock	2b(2)(B)	47113	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	7305633	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		7390339
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	963980	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	947436	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		16544
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	731213	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		310770
(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)		35466483
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		73449022

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	26225478	
(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)		26225478
f Corrective distributions (see instructions)	2f		11688
g Certain deemed distributions of participant loans (see instructions)	2g		93956
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	148162	
(4) IQPA audit fees.....	2i(4)	16695	
(5) Investment advisory and investment management fees	2i(5)	100629	
(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)		265486
j Total expenses. Add all expense amounts in column (b) and enter total	2j		26596608

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		46852414
l Transfers of assets:			
(1) To this plan	2l(1)		105170878
(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) ☒ 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) ☒ 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: **ARMANINO LLP**

(2) EIN: **94-6214841**

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.)	☒	☐	18164437
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.)	☐	☒	
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.)	☐	☒	
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.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	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?	☐	☒	
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?	☐	☒	
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?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
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.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
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.	☐	☒	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ 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 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan GLOBAL INFRASTRUCTURE SAVINGS PLAN		B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL GROUP, LTD		D Employer Identification Number (EIN) 94-3277448
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

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
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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.

Global Infrastructure Savings Plan

Financial Statements
and Supplemental Schedules

December 31, 2023 and 2022



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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Global Infrastructure Savings Plan
San Francisco, California

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

We have performed audits of the accompanying financial statements of Global Infrastructure Savings 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, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Global Infrastructure Savings Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audits 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 Global Infrastructure Savings Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audits of the Financial Statements

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits 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 Global Infrastructure Savings 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 Global Infrastructure Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2023 and of assets (held at end of year) as of December 31, 2023 collectively, "supplemental schedules") are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Armanino LLP

Armanino^{LLP}
St. Louis, Missouri

December 11, 2024

Global Infrastructure Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value	\$ 331,593,956	\$ 180,197,948
Total	<u>331,593,956</u>	<u>180,197,948</u>
Receivables		
Participant	711,904	-
Employer	478,879	274,212
Notes receivable from participants	<u>2,105,948</u>	<u>1,204,452</u>
Total receivables	<u>3,296,731</u>	<u>1,478,664</u>
Total assets	<u>334,890,687</u>	<u>181,676,612</u>
Net assets available for benefits	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions to net assets		
Contributions		
Participants	\$ 20,924,333	\$ 10,394,631
Employer	5,879,195	3,224,192
Rollovers	<u>3,790,361</u>	<u>2,080,412</u>
Total contributions	<u>30,593,889</u>	<u>15,699,235</u>
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	36,476,319	(48,006,123)
Interest and dividend income	<u>7,465,981</u>	<u>7,837,059</u>
Net investment income (loss)	<u>43,942,300</u>	<u>(40,169,064)</u>
Other income		
Interest income on notes from participants	<u>103,616</u>	<u>62,860</u>
Total other income	<u>103,616</u>	<u>62,860</u>
Total additions to net assets, including net investment income (loss)	<u>74,639,805</u>	<u>(24,406,969)</u>
Deductions from net assets		
Benefits paid to participants	26,331,122	16,092,866
Administrative expenses	<u>265,486</u>	<u>162,441</u>
Total deductions from net assets	<u>26,596,608</u>	<u>16,255,307</u>
Net increase (decrease) in net assets available for benefits before transfers	48,043,197	(40,662,276)
Transfers In	<u>105,170,878</u>	<u>-</u>
Net increase (decrease) in net assets available for benefits	153,214,075	(40,662,276)
Net assets available for benefits, beginning of year	<u>181,676,612</u>	<u>222,338,888</u>
Net assets available for benefits, end of year	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Global Infrastructure Savings Plan (the "Plan"), formerly the T.Y. Lin International Employees' Savings and Retirement Plan, provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International Group, Ltd., T.Y. Lin International Engineering & Architecture, P.C., Lindbergh and Associates, LLC, and Dar Holdings U.S.A., Inc. (collectively, the "Company").

Effective January 1, 2023, the Plan changed its name to Global Infrastructure Savings Plan and added Landrum & Brown Inc., Sam Schwartz Engineering, LLC, Robert Silman Associates Structural Engineers, D.P.C., Integral Group, LLC, and Ross & Baruzzini, Inc. as participating employers. As a result of these transactions, the assets of the employees of these companies were transferred into the Plan. See "Plan Mergers" below.

The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan Administrator is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity" or "Trustee").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive employer discretionary matching and profit-sharing contributions under the Plan upon hire, given the eligibility requirements noted above are met.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Participant contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the IRC. For the years ended December 31, 2023 and 2022, the annual limitation was \$22,500 and \$20,500, respectively. Effective June 1, 2022, participants with no deferral elections are automatically enrolled in the Plan with a 3% pre-tax compensation deferral. Participants may opt out of Plan participation at any time. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions for the years ended December 31, 2023 and 2022 limited to \$7,000 and \$6,500. Participants are also allowed to rollover contributions from other qualified retirement plans, subject to approval by the Plan Administrator.

Employer contributions

The Company may make discretionary matching contributions which are determined annually by the Company. For the years ended December 31, 2023 and 2022, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the years ended December 31, 2023 and 2022.

Participant accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Vesting (continued)

Beginning in the 2023 plan year, participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Percentage</u>
Less than one year	0 %
1 year	100 %

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

Notes receivable from participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions.

Upon termination of employment with the Company, a participant's outstanding principal balance and accrued interest will not become immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Benefits paid to participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 ½. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a collective trust fund pending such application. Forfeited non-vested accounts amounted to \$112,470 and \$23,314 as of December 31, 2023 and 2022, respectively. Forfeitures used to reduce employer contributions during the years ended December 31, 2023 and 2022 were \$14,160 and \$91,455, respectively.

Plan Mergers

Effective May 1, 2023, the assets of the Landrum & Brown 401(k) and Profit-Sharing Plan were merged into the Plan. Net assets available for benefits of \$24,958,852 attributable to employees of Landrum & Brown were transferred into the Plan in May 2023.

Effective July 1, 2023, the assets of the Robert Silman Associates Structural Engineers, D.P.C. 401(k) Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$20,870,568 attributable to employees of Robert Silman Associates Structural Engineers were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Ross & Baruzzini, Inc. Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$31,116,210 attributable to employees of Ross & Baruzzini, Inc. were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Integral Group 401(k) Plan were merged into the Plan. Net assets available for benefits of \$13,806,994 attributable to employees of Integral Group were transferred into the Plan in July 2023.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Plan Mergers (continued)

Effective July 1, 2023, the assets of the Sam Schwartz Engineering, DPC 401(k) Plan were merged into the Plan. Net assets available for benefits of \$14,418,254 attributable to employees of Sam Schwartz Engineering were transferred into the Plan in July 2023.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of estimates

The preparation of financial statements is in accordance with U.S. GAAP requires Plan management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment valuation and income recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note 4 for a discussion of the fair value measurements.

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

Payment of benefits

Benefit payments are recorded when paid.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Administrative expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent events

The Plan has evaluated subsequent events through December 11, 2024, the date the financial statements are available to be issued.

3. CERTIFICATIONS OF INVESTMENT INFORMATION

For the years ended December 31, 2023 and 2022, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained certifications from Fidelity that certifies the completeness and accuracy of all investments and notes receivable from participant information reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, the supplemental Schedule H Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2023, and the information related to investment activity reflected in the statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022. Accordingly, as requested by the Plan administrator, the Plan's independent auditors performed no audit procedures on the certified information other than to agree the certified information to the related information included in the Plan's financial statements and supplemental schedule.

4. 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). 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 the inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

- 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trusts: The Plan's interests in the collective investment trusts are valued based on information reported by the investment advisor using the audited financial statements of the collective trusts at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

Self-directed brokerage accounts: These are invested in money market cash accounts, mutual funds, common stocks, preferred stocks, and unit investment trusts. The following is a description of the valuation methodologies used for investments in self-directed brokerage accounts.

Mutual funds and money market funds: Valued at the daily closing price as reported by the fund. The mutual funds and money market fund held by the Plan are open-end funds that are registered with the SEC. These funds are required to publish their daily net asset value and transact at that price. The mutual funds and money market fund held by the Plan are deemed to be actively traded.

Common and preferred stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

Unit investment trusts: Valued at the closing price reported on the active market on which the individual investments are traded.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

The preceding methods described 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 the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	\$ 82,196,040	\$ -	\$ -	\$ 82,196,040
Self-directed brokerage accounts	<u>22,738,971</u>	<u>-</u>	<u>-</u>	22,738,971
	104,935,011	-	-	104,935,011
	<u>\$ 104,935,011</u>	<u>\$ -</u>	<u>\$ -</u>	104,935,011
Investments measured at net asset value (a)				<u>226,658,945</u>
				<u>\$ 331,593,956</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	<u>\$ 168,500,606</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 168,500,606
Investments measured at net asset value (a)				<u>11,697,342</u>
				<u>\$ 180,197,948</u>

(a) In accordance with U.S. GAAP, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT (continued)

December 31, 2023:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Goldman Sachs Stable Value Collective Trust	\$ 15,842,883	None	Daily	Daily
Fidelity Managed Income Portfolio Class I	\$ 681,046	None	N/A	N/A
State Street Target Retirement Income VI	\$ 4,172,136	None	Daily	Daily
State Street Target Retirement Income 2020 VI	\$ 8,351,534	None	Daily	Daily
State Street Target Retirement Income 2025 VI	\$ 16,674,708	None	Daily	Daily
State Street Target Retirement Income 2030 VI	\$ 21,170,500	None	Daily	Daily
State Street Target Retirement Income 2035 VI	\$ 20,772,681	None	Daily	Daily
State Street Target Retirement Income 2040 VI	\$ 14,968,361	None	Daily	Daily
State Street Target Retirement Income 2045 VI	\$ 16,011,562	None	Daily	Daily
State Street Target Retirement Income 2050 VI	\$ 13,240,437	None	Daily	Daily
State Street Target Retirement Income 2055 VI	\$ 7,710,902	None	Daily	Daily
State Street Target Retirement Income 2060 VI	\$ 3,833,662	None	Daily	Daily
Victory Integrity Small/Mid-Cap R6	\$ 10,532,231	None	Daily	Daily
Loomis Sayles Small/Mid Cap Growth Class	\$ 12,995,756	None	Daily	Daily
WTC-CIF II International Opportunities Portfolio	\$ 2,082,189	None	Daily	Daily
Fidelity Growth Company Commingled Pool	\$ 56,796,136	None	Daily	Daily
State Street Target Retirement Income 2065 VI	\$ 822,221	None	Daily	Daily

December 31, 2022:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective investment trust	\$ 11,697,342	None	Daily	Daily

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

6. RISKS AND UNCERTAINTIES

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

7. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the years ended December 31, 2023 and 2022 amounted to \$265,486 and \$162,441, respectively.

8. TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated June 30, 2020, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the Plan Administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires 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 Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their employer contributions.

10. DELINQUENT PARTICIPANT CONTRIBUTIONS

The Company had late employee deferral and loan repayment contributions totaling \$8,285,401, \$6,585,672 and \$3,293,364 for the Plan years ended December 31, 2023, 2022 and 2021, respectively. The Company is currently working with legal counsel and Plan consultants to calculate the lost earnings and make the corrections.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

11. 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, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 334,890,687	\$ 181,676,612
Less: 2023 participant receivables	(711,904)	-
Less: 2023 employer receivables	<u>(478,879)</u>	<u>-</u>
Net assets available for benefits per the Form 5500	<u>\$ 333,699,904</u>	<u>\$ 181,676,612</u>

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 December 31, 2023:

Change in net assets available for benefits, including transfers	\$ 153,214,075
Less: 2023 participant receivables	(711,904)
Less: 2023 employer contributions	<u>(478,879)</u>
Change in net assets available for benefits per the Form 5500	<u>\$ 152,023,292</u>

12. SUBSEQUENT EVENTS

In March of 2024, the Architectural Engineers Collaborative 401(k) Plan merged into the Plan. As such, net assets of approximately \$655,000 were transferred into the Plan.

In April of 2024, the Greeley and Hansen Profit Sharing and Retirement Plan merged into the Plan. As such, net assets of approximately \$54.4 million were transferred to the Plan.

SUPPLEMENTAL SCHEDULES

Global Infrastructure Savings Plan
 EIN: 94-1598707; Plan: 004
 Schedule H, Part IV, Line 4(a) - Schedule of Delinquent Participant Contributions
 For the Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions						
Check Here if Late Participant Loan Repayments are included:		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP				Total Fully Corrected Under VFCP and PTE 2002-51
☒	2023	\$ 8,285,401	\$ -	\$ -				\$ -
☒	2022	\$ 6,585,672	\$ -	\$ -				\$ -
☒	2021	\$ 3,293,364	\$ -	\$ -				\$ -

Global Infrastructure Savings Plan
EIN: 94-1598707; Plan: 004
Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Fidelity Growth Company Commingled Pool Class A	Collective investment trust	**	\$ 56,796,136
*	Fidelity 500 Index Fund	Mutual fund	**	34,419,399
	Brokeragelink	Self-directed brokerage account		22,738,971
	State Street Target Retirement 2030 VI	Collective investment trust	**	21,170,500
	State Street Target Retirement 2035 VI	Collective investment trust	**	20,772,681
	State Street Target Retirement 2025 VI	Collective investment trust	**	16,674,708
	State Street Target Retirement 2045 VI	Collective investment trust	**	16,011,562
	Goldman Sachs Stable Value Collective Trust	Collective investment trust	**	15,842,883
	State Street Target Retirement 2040 VI	Collective investment trust	**	14,968,361
	State Street Target Retirement 2050 VI	Collective investment trust	**	13,240,437
*	Fidelity Total International Index Fund	Mutual fund	**	13,050,318
	Loomis Sayles Small/Mid Cap Growth Class C	Collective investment trust	**	12,995,756
	Neuberger Berman Large Cap Value Fund Class R6	Mutual fund	**	10,752,457
	Victory Integrity Small/Mid-Cap R6	Collective investment trust	**	10,532,231
	PIMCO Total Return Fund Institutional Class	Mutual fund	**	9,303,782
	State Street Target Retirement 2020 VI	Collective investment trust	**	8,351,534
	State Street Target Retirement 2055 VI	Collective investment trust	**	7,710,902
*	Fidelity U.S. Bond Index Fund	Mutual fund	**	7,290,162
*	Fidelity Extended Market Index Fund	Mutual fund	**	5,872,418
	State Street Target Retirement Income VI	Collective investment trust	**	4,172,136
	State Street Target Retirement 2060 VI	Collective investment trust	**	3,833,662
	WTC-CIF II International Opportunities Portfolio	Collective investment trust	**	2,082,189
	PIMCO Inflation Response Multi-Asset Fund	Mutual fund	**	1,486,328
	State Street Target Retirement 2065 VI	Collective investment trust	**	822,221
*	Fidelity Managed Income Portfolio Class 1	Collective investment trust	**	681,046
*	Fidelity Government Money Market Fund	Mutual fund	**	21,176
				<u>331,593,956</u>
*	Notes receivable from participants	Interest rates from 4.25% to 10.25% with maturities through October 2033	-	<u>2,105,948</u>
				<u><u>\$ 333,699,904</u></u>

* Indicated party-in-interest to the Plan

** Cost information has been omitted for participant-directed investments

Global Infrastructure Savings Plan

Financial Statements
and Supplemental Schedules

December 31, 2023 and 2022



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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Global Infrastructure Savings Plan
San Francisco, California

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

We have performed audits of the accompanying financial statements of Global Infrastructure Savings 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, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Global Infrastructure Savings Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audits 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 Global Infrastructure Savings Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audits of the Financial Statements

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits 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 Global Infrastructure Savings 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 Global Infrastructure Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2023 and of assets (held at end of year) as of December 31, 2023 collectively, "supplemental schedules") are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Armanino LLP

Armanino^{LLP}
St. Louis, Missouri

December 11, 2024

Global Infrastructure Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value	\$ 331,593,956	\$ 180,197,948
Total	<u>331,593,956</u>	<u>180,197,948</u>
Receivables		
Participant	711,904	-
Employer	478,879	274,212
Notes receivable from participants	<u>2,105,948</u>	<u>1,204,452</u>
Total receivables	<u>3,296,731</u>	<u>1,478,664</u>
Total assets	<u>334,890,687</u>	<u>181,676,612</u>
Net assets available for benefits	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions to net assets		
Contributions		
Participants	\$ 20,924,333	\$ 10,394,631
Employer	5,879,195	3,224,192
Rollovers	<u>3,790,361</u>	<u>2,080,412</u>
Total contributions	<u>30,593,889</u>	<u>15,699,235</u>
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	36,476,319	(48,006,123)
Interest and dividend income	<u>7,465,981</u>	<u>7,837,059</u>
Net investment income (loss)	<u>43,942,300</u>	<u>(40,169,064)</u>
Other income		
Interest income on notes from participants	<u>103,616</u>	<u>62,860</u>
Total other income	<u>103,616</u>	<u>62,860</u>
Total additions to net assets, including net investment income (loss)	<u>74,639,805</u>	<u>(24,406,969)</u>
Deductions from net assets		
Benefits paid to participants	26,331,122	16,092,866
Administrative expenses	<u>265,486</u>	<u>162,441</u>
Total deductions from net assets	<u>26,596,608</u>	<u>16,255,307</u>
Net increase (decrease) in net assets available for benefits before transfers	48,043,197	(40,662,276)
Transfers In	<u>105,170,878</u>	<u>-</u>
Net increase (decrease) in net assets available for benefits	153,214,075	(40,662,276)
Net assets available for benefits, beginning of year	<u>181,676,612</u>	<u>222,338,888</u>
Net assets available for benefits, end of year	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Global Infrastructure Savings Plan (the "Plan"), formerly the T.Y. Lin International Employees' Savings and Retirement Plan, provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International Group, Ltd., T.Y. Lin International Engineering & Architecture, P.C., Lindbergh and Associates, LLC, and Dar Holdings U.S.A., Inc. (collectively, the "Company").

Effective January 1, 2023, the Plan changed its name to Global Infrastructure Savings Plan and added Landrum & Brown Inc., Sam Schwartz Engineering, LLC, Robert Silman Associates Structural Engineers, D.P.C., Integral Group, LLC, and Ross & Baruzzini, Inc. as participating employers. As a result of these transactions, the assets of the employees of these companies were transferred into the Plan. See "Plan Mergers" below.

The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan Administrator is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity" or "Trustee").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive employer discretionary matching and profit-sharing contributions under the Plan upon hire, given the eligibility requirements noted above are met.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Participant contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the IRC. For the years ended December 31, 2023 and 2022, the annual limitation was \$22,500 and \$20,500, respectively. Effective June 1, 2022, participants with no deferral elections are automatically enrolled in the Plan with a 3% pre-tax compensation deferral. Participants may opt out of Plan participation at any time. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions for the years ended December 31, 2023 and 2022 limited to \$7,000 and \$6,500. Participants are also allowed to rollover contributions from other qualified retirement plans, subject to approval by the Plan Administrator.

Employer contributions

The Company may make discretionary matching contributions which are determined annually by the Company. For the years ended December 31, 2023 and 2022, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the years ended December 31, 2023 and 2022.

Participant accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Vesting (continued)

Beginning in the 2023 plan year, participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Percentage</u>
Less than one year	0 %
1 year	100 %

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

Notes receivable from participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions.

Upon termination of employment with the Company, a participant's outstanding principal balance and accrued interest will not become immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Benefits paid to participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 ½. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a collective trust fund pending such application. Forfeited non-vested accounts amounted to \$112,470 and \$23,314 as of December 31, 2023 and 2022, respectively. Forfeitures used to reduce employer contributions during the years ended December 31, 2023 and 2022 were \$14,160 and \$91,455, respectively.

Plan Mergers

Effective May 1, 2023, the assets of the Landrum & Brown 401(k) and Profit-Sharing Plan were merged into the Plan. Net assets available for benefits of \$24,958,852 attributable to employees of Landrum & Brown were transferred into the Plan in May 2023.

Effective July 1, 2023, the assets of the Robert Silman Associates Structural Engineers, D.P.C. 401(k) Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$20,870,568 attributable to employees of Robert Silman Associates Structural Engineers were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Ross & Baruzzini, Inc. Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$31,116,210 attributable to employees of Ross & Baruzzini, Inc. were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Integral Group 401(k) Plan were merged into the Plan. Net assets available for benefits of \$13,806,994 attributable to employees of Integral Group were transferred into the Plan in July 2023.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Plan Mergers (continued)

Effective July 1, 2023, the assets of the Sam Schwartz Engineering, DPC 401(k) Plan were merged into the Plan. Net assets available for benefits of \$14,418,254 attributable to employees of Sam Schwartz Engineering were transferred into the Plan in July 2023.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of estimates

The preparation of financial statements is in accordance with U.S. GAAP requires Plan management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment valuation and income recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note 4 for a discussion of the fair value measurements.

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

Payment of benefits

Benefit payments are recorded when paid.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Administrative expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent events

The Plan has evaluated subsequent events through December 11, 2024, the date the financial statements are available to be issued.

3. CERTIFICATIONS OF INVESTMENT INFORMATION

For the years ended December 31, 2023 and 2022, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained certifications from Fidelity that certifies the completeness and accuracy of all investments and notes receivable from participant information reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, the supplemental Schedule H Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2023, and the information related to investment activity reflected in the statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022. Accordingly, as requested by the Plan administrator, the Plan's independent auditors performed no audit procedures on the certified information other than to agree the certified information to the related information included in the Plan's financial statements and supplemental schedule.

4. 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). 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 the inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

- 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trusts: The Plan's interests in the collective investment trusts are valued based on information reported by the investment advisor using the audited financial statements of the collective trusts at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

Self-directed brokerage accounts: These are invested in money market cash accounts, mutual funds, common stocks, preferred stocks, and unit investment trusts. The following is a description of the valuation methodologies used for investments in self-directed brokerage accounts.

Mutual funds and money market funds: Valued at the daily closing price as reported by the fund. The mutual funds and money market fund held by the Plan are open-end funds that are registered with the SEC. These funds are required to publish their daily net asset value and transact at that price. The mutual funds and money market fund held by the Plan are deemed to be actively traded.

Common and preferred stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

Unit investment trusts: Valued at the closing price reported on the active market on which the individual investments are traded.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

The preceding methods described 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 the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	\$ 82,196,040	\$ -	\$ -	\$ 82,196,040
Self-directed brokerage accounts	<u>22,738,971</u>	<u>-</u>	<u>-</u>	22,738,971
	104,935,011	-	-	104,935,011
	<u>\$ 104,935,011</u>	<u>\$ -</u>	<u>\$ -</u>	104,935,011
Investments measured at net asset value (a)				<u>226,658,945</u>
				<u>\$ 331,593,956</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	<u>\$ 168,500,606</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 168,500,606
Investments measured at net asset value (a)				<u>11,697,342</u>
				<u>\$ 180,197,948</u>

(a) In accordance with U.S. GAAP, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT (continued)

December 31, 2023:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Goldman Sachs Stable Value Collective Trust	\$ 15,842,883	None	Daily	Daily
Fidelity Managed Income Portfolio Class I	\$ 681,046	None	N/A	N/A
State Street Target Retirement Income VI	\$ 4,172,136	None	Daily	Daily
State Street Target Retirement Income 2020 VI	\$ 8,351,534	None	Daily	Daily
State Street Target Retirement Income 2025 VI	\$ 16,674,708	None	Daily	Daily
State Street Target Retirement Income 2030 VI	\$ 21,170,500	None	Daily	Daily
State Street Target Retirement Income 2035 VI	\$ 20,772,681	None	Daily	Daily
State Street Target Retirement Income 2040 VI	\$ 14,968,361	None	Daily	Daily
State Street Target Retirement Income 2045 VI	\$ 16,011,562	None	Daily	Daily
State Street Target Retirement Income 2050 VI	\$ 13,240,437	None	Daily	Daily
State Street Target Retirement Income 2055 VI	\$ 7,710,902	None	Daily	Daily
State Street Target Retirement Income 2060 VI	\$ 3,833,662	None	Daily	Daily
Victory Integrity Small/Mid-Cap R6	\$ 10,532,231	None	Daily	Daily
Loomis Sayles Small/Mid Cap Growth Class	\$ 12,995,756	None	Daily	Daily
WTC-CIF II International Opportunities Portfolio	\$ 2,082,189	None	Daily	Daily
Fidelity Growth Company Commingled Pool	\$ 56,796,136	None	Daily	Daily
State Street Target Retirement Income 2065 VI	\$ 822,221	None	Daily	Daily

December 31, 2022:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective investment trust	\$ 11,697,342	None	Daily	Daily

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

6. RISKS AND UNCERTAINTIES

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

7. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the years ended December 31, 2023 and 2022 amounted to \$265,486 and \$162,441, respectively.

8. TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated June 30, 2020, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the Plan Administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires 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 Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their employer contributions.

10. DELINQUENT PARTICIPANT CONTRIBUTIONS

The Company had late employee deferral and loan repayment contributions totaling \$8,285,401, \$6,585,672 and \$3,293,364 for the Plan years ended December 31, 2023, 2022 and 2021, respectively. The Company is currently working with legal counsel and Plan consultants to calculate the lost earnings and make the corrections.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

11. 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, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 334,890,687	\$ 181,676,612
Less: 2023 participant receivables	(711,904)	-
Less: 2023 employer receivables	<u>(478,879)</u>	<u>-</u>
Net assets available for benefits per the Form 5500	<u>\$ 333,699,904</u>	<u>\$ 181,676,612</u>

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 December 31, 2023:

Change in net assets available for benefits, including transfers	\$ 153,214,075
Less: 2023 participant receivables	(711,904)
Less: 2023 employer contributions	<u>(478,879)</u>
Change in net assets available for benefits per the Form 5500	<u>\$ 152,023,292</u>

12. SUBSEQUENT EVENTS

In March of 2024, the Architectural Engineers Collaborative 401(k) Plan merged into the Plan. As such, net assets of approximately \$655,000 were transferred into the Plan.

In April of 2024, the Greeley and Hansen Profit Sharing and Retirement Plan merged into the Plan. As such, net assets of approximately \$54.4 million were transferred to the Plan.

SUPPLEMENTAL SCHEDULES

Global Infrastructure Savings Plan
 EIN: 94-1598707; Plan: 004
 Schedule H, Part IV, Line 4(a) - Schedule of Delinquent Participant Contributions
 For the Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions						
Check Here if Late Participant Loan Repayments are included:		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP			Total Fully Corrected Under VFCP and PTE 2002-51	
☒	2023	\$ 8,285,401	\$ -	\$ -	\$ -	\$ -	\$ -	-
☒	2022	\$ 6,585,672	\$ -	\$ -	\$ -	\$ -	\$ -	-
☒	2021	\$ 3,293,364	\$ -	\$ -	\$ -	\$ -	\$ -	-

Global Infrastructure Savings Plan
EIN: 94-1598707; Plan: 004
Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Fidelity Growth Company Commingled Pool Class A	Collective investment trust	**	\$ 56,796,136
*	Fidelity 500 Index Fund	Mutual fund	**	34,419,399
	Brokeragelink	Self-directed brokerage account		22,738,971
	State Street Target Retirement 2030 VI	Collective investment trust	**	21,170,500
	State Street Target Retirement 2035 VI	Collective investment trust	**	20,772,681
	State Street Target Retirement 2025 VI	Collective investment trust	**	16,674,708
	State Street Target Retirement 2045 VI	Collective investment trust	**	16,011,562
	Goldman Sachs Stable Value Collective Trust	Collective investment trust	**	15,842,883
	State Street Target Retirement 2040 VI	Collective investment trust	**	14,968,361
	State Street Target Retirement 2050 VI	Collective investment trust	**	13,240,437
*	Fidelity Total International Index Fund	Mutual fund	**	13,050,318
	Loomis Sayles Small/Mid Cap Growth Class C	Collective investment trust	**	12,995,756
	Neuberger Berman Large Cap Value Fund Class R6	Mutual fund	**	10,752,457
	Victory Integrity Small/Mid-Cap R6	Collective investment trust	**	10,532,231
	PIMCO Total Return Fund Institutional Class	Mutual fund	**	9,303,782
	State Street Target Retirement 2020 VI	Collective investment trust	**	8,351,534
	State Street Target Retirement 2055 VI	Collective investment trust	**	7,710,902
*	Fidelity U.S. Bond Index Fund	Mutual fund	**	7,290,162
*	Fidelity Extended Market Index Fund	Mutual fund	**	5,872,418
	State Street Target Retirement Income VI	Collective investment trust	**	4,172,136
	State Street Target Retirement 2060 VI	Collective investment trust	**	3,833,662
	WTC-CIF II International Opportunities Portfolio	Collective investment trust	**	2,082,189
	PIMCO Inflation Response Multi-Asset Fund	Mutual fund	**	1,486,328
	State Street Target Retirement 2065 VI	Collective investment trust	**	822,221
*	Fidelity Managed Income Portfolio Class 1	Collective investment trust	**	681,046
*	Fidelity Government Money Market Fund	Mutual fund	**	21,176
				331,593,956
*	Notes receivable from participants	Interest rates from 4.25% to 10.25% with maturities through October 2033	-	2,105,948
				<u>\$ 333,699,904</u>

* Indicated party-in-interest to the Plan

** Cost information has been omitted for participant-directed investments

Global Infrastructure Savings Plan

Financial Statements
and Supplemental Schedules

December 31, 2023 and 2022



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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
Global Infrastructure Savings Plan
San Francisco, California

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

We have performed audits of the accompanying financial statements of Global Infrastructure Savings 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, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Global Infrastructure Savings Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audits 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 Global Infrastructure Savings Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audits of the Financial Statements

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- 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 audits 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 Global Infrastructure Savings 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 Global Infrastructure Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of delinquent participant contributions for the year ended December 31, 2023 and of assets (held at end of year) as of December 31, 2023 collectively, "supplemental schedules") are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Armanino LLP

Armanino^{LLP}
St. Louis, Missouri

December 11, 2024

Global Infrastructure Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value	\$ 331,593,956	\$ 180,197,948
Total	<u>331,593,956</u>	<u>180,197,948</u>
Receivables		
Participant	711,904	-
Employer	478,879	274,212
Notes receivable from participants	<u>2,105,948</u>	<u>1,204,452</u>
Total receivables	<u>3,296,731</u>	<u>1,478,664</u>
Total assets	<u>334,890,687</u>	<u>181,676,612</u>
Net assets available for benefits	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions to net assets		
Contributions		
Participants	\$ 20,924,333	\$ 10,394,631
Employer	5,879,195	3,224,192
Rollovers	<u>3,790,361</u>	<u>2,080,412</u>
Total contributions	<u>30,593,889</u>	<u>15,699,235</u>
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	36,476,319	(48,006,123)
Interest and dividend income	<u>7,465,981</u>	<u>7,837,059</u>
Net investment income (loss)	<u>43,942,300</u>	<u>(40,169,064)</u>
Other income		
Interest income on notes from participants	<u>103,616</u>	<u>62,860</u>
Total other income	<u>103,616</u>	<u>62,860</u>
Total additions to net assets, including net investment income (loss)	<u>74,639,805</u>	<u>(24,406,969)</u>
Deductions from net assets		
Benefits paid to participants	26,331,122	16,092,866
Administrative expenses	<u>265,486</u>	<u>162,441</u>
Total deductions from net assets	<u>26,596,608</u>	<u>16,255,307</u>
Net increase (decrease) in net assets available for benefits before transfers	48,043,197	(40,662,276)
Transfers In	<u>105,170,878</u>	<u>-</u>
Net increase (decrease) in net assets available for benefits	153,214,075	(40,662,276)
Net assets available for benefits, beginning of year	<u>181,676,612</u>	<u>222,338,888</u>
Net assets available for benefits, end of year	<u>\$ 334,890,687</u>	<u>\$ 181,676,612</u>

The accompanying notes are an integral part of these financial statements.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Global Infrastructure Savings Plan (the "Plan"), formerly the T.Y. Lin International Employees' Savings and Retirement Plan, provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International Group, Ltd., T.Y. Lin International Engineering & Architecture, P.C., Lindbergh and Associates, LLC, and Dar Holdings U.S.A., Inc. (collectively, the "Company").

Effective January 1, 2023, the Plan changed its name to Global Infrastructure Savings Plan and added Landrum & Brown Inc., Sam Schwartz Engineering, LLC, Robert Silman Associates Structural Engineers, D.P.C., Integral Group, LLC, and Ross & Baruzzini, Inc. as participating employers. As a result of these transactions, the assets of the employees of these companies were transferred into the Plan. See "Plan Mergers" below.

The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan Administrator is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity" or "Trustee").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive employer discretionary matching and profit-sharing contributions under the Plan upon hire, given the eligibility requirements noted above are met.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Participant contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the IRC. For the years ended December 31, 2023 and 2022, the annual limitation was \$22,500 and \$20,500, respectively. Effective June 1, 2022, participants with no deferral elections are automatically enrolled in the Plan with a 3% pre-tax compensation deferral. Participants may opt out of Plan participation at any time. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions for the years ended December 31, 2023 and 2022 limited to \$7,000 and \$6,500. Participants are also allowed to rollover contributions from other qualified retirement plans, subject to approval by the Plan Administrator.

Employer contributions

The Company may make discretionary matching contributions which are determined annually by the Company. For the years ended December 31, 2023 and 2022, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the years ended December 31, 2023 and 2022.

Participant accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Vesting (continued)

Beginning in the 2023 plan year, participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Percentage</u>
Less than one year	0 %
1 year	100 %

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

Notes receivable from participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions.

Upon termination of employment with the Company, a participant's outstanding principal balance and accrued interest will not become immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Benefits paid to participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 ½. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a collective trust fund pending such application. Forfeited non-vested accounts amounted to \$112,470 and \$23,314 as of December 31, 2023 and 2022, respectively. Forfeitures used to reduce employer contributions during the years ended December 31, 2023 and 2022 were \$14,160 and \$91,455, respectively.

Plan Mergers

Effective May 1, 2023, the assets of the Landrum & Brown 401(k) and Profit-Sharing Plan were merged into the Plan. Net assets available for benefits of \$24,958,852 attributable to employees of Landrum & Brown were transferred into the Plan in May 2023.

Effective July 1, 2023, the assets of the Robert Silman Associates Structural Engineers, D.P.C. 401(k) Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$20,870,568 attributable to employees of Robert Silman Associates Structural Engineers were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Ross & Baruzzini, Inc. Profit Sharing Plan were merged into the Plan. Net assets available for benefits of \$31,116,210 attributable to employees of Ross & Baruzzini, Inc. were transferred into the Plan in July 2023.

Effective July 1, 2023, the assets of the Integral Group 401(k) Plan were merged into the Plan. Net assets available for benefits of \$13,806,994 attributable to employees of Integral Group were transferred into the Plan in July 2023.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN (continued)

Plan Mergers (continued)

Effective July 1, 2023, the assets of the Sam Schwartz Engineering, DPC 401(k) Plan were merged into the Plan. Net assets available for benefits of \$14,418,254 attributable to employees of Sam Schwartz Engineering were transferred into the Plan in July 2023.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of estimates

The preparation of financial statements is in accordance with U.S. GAAP requires Plan management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment valuation and income recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note 4 for a discussion of the fair value measurements.

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

Payment of benefits

Benefit payments are recorded when paid.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Administrative expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent events

The Plan has evaluated subsequent events through December 11, 2024, the date the financial statements are available to be issued.

3. CERTIFICATIONS OF INVESTMENT INFORMATION

For the years ended December 31, 2023 and 2022, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained certifications from Fidelity that certifies the completeness and accuracy of all investments and notes receivable from participant information reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, the supplemental Schedule H Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2023, and the information related to investment activity reflected in the statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022. Accordingly, as requested by the Plan administrator, the Plan's independent auditors performed no audit procedures on the certified information other than to agree the certified information to the related information included in the Plan's financial statements and supplemental schedule.

4. 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). 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 the inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

- 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for investments measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trusts: The Plan's interests in the collective investment trusts are valued based on information reported by the investment advisor using the audited financial statements of the collective trusts at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

Self-directed brokerage accounts: These are invested in money market cash accounts, mutual funds, common stocks, preferred stocks, and unit investment trusts. The following is a description of the valuation methodologies used for investments in self-directed brokerage accounts.

Mutual funds and money market funds: Valued at the daily closing price as reported by the fund. The mutual funds and money market fund held by the Plan are open-end funds that are registered with the SEC. These funds are required to publish their daily net asset value and transact at that price. The mutual funds and money market fund held by the Plan are deemed to be actively traded.

Common and preferred stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

Unit investment trusts: Valued at the closing price reported on the active market on which the individual investments are traded.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

4. FAIR VALUE MEASUREMENTS (continued)

The preceding methods described 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 the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	\$ 82,196,040	\$ -	\$ -	\$ 82,196,040
Self-directed brokerage accounts	<u>22,738,971</u>	<u>-</u>	<u>-</u>	22,738,971
	104,935,011	-	-	104,935,011
	<u>\$ 104,935,011</u>	<u>\$ -</u>	<u>\$ -</u>	104,935,011
Investments measured at net asset value (a)				<u>226,658,945</u>
				<u>\$ 331,593,956</u>

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Fair Value</u>
Mutual funds	<u>\$ 168,500,606</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 168,500,606
Investments measured at net asset value (a)				<u>11,697,342</u>
				<u>\$ 180,197,948</u>

(a) In accordance with U.S. GAAP, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

5. INVESTMENTS MEASURED USING THE NET ASSET VALUE PER SHARE PRACTICAL EXPEDIENT (continued)

December 31, 2023:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Goldman Sachs Stable Value Collective Trust	\$ 15,842,883	None	Daily	Daily
Fidelity Managed Income Portfolio Class I	\$ 681,046	None	N/A	N/A
State Street Target Retirement Income VI	\$ 4,172,136	None	Daily	Daily
State Street Target Retirement Income 2020 VI	\$ 8,351,534	None	Daily	Daily
State Street Target Retirement Income 2025 VI	\$ 16,674,708	None	Daily	Daily
State Street Target Retirement Income 2030 VI	\$ 21,170,500	None	Daily	Daily
State Street Target Retirement Income 2035 VI	\$ 20,772,681	None	Daily	Daily
State Street Target Retirement Income 2040 VI	\$ 14,968,361	None	Daily	Daily
State Street Target Retirement Income 2045 VI	\$ 16,011,562	None	Daily	Daily
State Street Target Retirement Income 2050 VI	\$ 13,240,437	None	Daily	Daily
State Street Target Retirement Income 2055 VI	\$ 7,710,902	None	Daily	Daily
State Street Target Retirement Income 2060 VI	\$ 3,833,662	None	Daily	Daily
Victory Integrity Small/Mid-Cap R6	\$ 10,532,231	None	Daily	Daily
Loomis Sayles Small/Mid Cap Growth Class	\$ 12,995,756	None	Daily	Daily
WTC-CIF II International Opportunities Portfolio	\$ 2,082,189	None	Daily	Daily
Fidelity Growth Company Commingled Pool	\$ 56,796,136	None	Daily	Daily
State Street Target Retirement Income 2065 VI	\$ 822,221	None	Daily	Daily

December 31, 2022:

Investment Type	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective investment trust	\$ 11,697,342	None	Daily	Daily

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

6. RISKS AND UNCERTAINTIES

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

7. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the years ended December 31, 2023 and 2022 amounted to \$265,486 and \$162,441, respectively.

8. TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated June 30, 2020, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the Plan Administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires 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 Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their employer contributions.

10. DELINQUENT PARTICIPANT CONTRIBUTIONS

The Company had late employee deferral and loan repayment contributions totaling \$8,285,401, \$6,585,672 and \$3,293,364 for the Plan years ended December 31, 2023, 2022 and 2021, respectively. The Company is currently working with legal counsel and Plan consultants to calculate the lost earnings and make the corrections.

Global Infrastructure Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

11. 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, 2023 and 2022:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 334,890,687	\$ 181,676,612
Less: 2023 participant receivables	(711,904)	-
Less: 2023 employer receivables	<u>(478,879)</u>	<u>-</u>
Net assets available for benefits per the Form 5500	<u>\$ 333,699,904</u>	<u>\$ 181,676,612</u>

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 December 31, 2023:

Change in net assets available for benefits, including transfers	\$ 153,214,075
Less: 2023 participant receivables	(711,904)
Less: 2023 employer contributions	<u>(478,879)</u>
Change in net assets available for benefits per the Form 5500	<u>\$ 152,023,292</u>

12. SUBSEQUENT EVENTS

In March of 2024, the Architectural Engineers Collaborative 401(k) Plan merged into the Plan. As such, net assets of approximately \$655,000 were transferred into the Plan.

In April of 2024, the Greeley and Hansen Profit Sharing and Retirement Plan merged into the Plan. As such, net assets of approximately \$54.4 million were transferred to the Plan.

SUPPLEMENTAL SCHEDULES

Global Infrastructure Savings Plan
 EIN: 94-1598707; Plan: 004
 Schedule H, Part IV, Line 4(a) - Schedule of Delinquent Participant Contributions
 For the Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions						
Check Here if Late Participant Loan Repayments are included:		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP			Total Fully Corrected Under VFCP and PTE 2002-51	
☒	2023	\$ 8,285,401	\$ -	\$ -	\$ -	\$ -	\$ -	-
☒	2022	\$ 6,585,672	\$ -	\$ -	\$ -	\$ -	\$ -	-
☒	2021	\$ 3,293,364	\$ -	\$ -	\$ -	\$ -	\$ -	-

Global Infrastructure Savings Plan
EIN: 94-1598707; Plan: 004
Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Fidelity Growth Company Commingled Pool Class A	Collective investment trust	**	\$ 56,796,136
*	Fidelity 500 Index Fund	Mutual fund	**	34,419,399
	Brokeragelink	Self-directed brokerage account		22,738,971
	State Street Target Retirement 2030 VI	Collective investment trust	**	21,170,500
	State Street Target Retirement 2035 VI	Collective investment trust	**	20,772,681
	State Street Target Retirement 2025 VI	Collective investment trust	**	16,674,708
	State Street Target Retirement 2045 VI	Collective investment trust	**	16,011,562
	Goldman Sachs Stable Value Collective Trust	Collective investment trust	**	15,842,883
	State Street Target Retirement 2040 VI	Collective investment trust	**	14,968,361
	State Street Target Retirement 2050 VI	Collective investment trust	**	13,240,437
*	Fidelity Total International Index Fund	Mutual fund	**	13,050,318
	Loomis Sayles Small/Mid Cap Growth Class C	Collective investment trust	**	12,995,756
	Neuberger Berman Large Cap Value Fund Class R6	Mutual fund	**	10,752,457
	Victory Integrity Small/Mid-Cap R6	Collective investment trust	**	10,532,231
	PIMCO Total Return Fund Institutional Class	Mutual fund	**	9,303,782
	State Street Target Retirement 2020 VI	Collective investment trust	**	8,351,534
	State Street Target Retirement 2055 VI	Collective investment trust	**	7,710,902
*	Fidelity U.S. Bond Index Fund	Mutual fund	**	7,290,162
*	Fidelity Extended Market Index Fund	Mutual fund	**	5,872,418
	State Street Target Retirement Income VI	Collective investment trust	**	4,172,136
	State Street Target Retirement 2060 VI	Collective investment trust	**	3,833,662
	WTC-CIF II International Opportunities Portfolio	Collective investment trust	**	2,082,189
	PIMCO Inflation Response Multi-Asset Fund	Mutual fund	**	1,486,328
	State Street Target Retirement 2065 VI	Collective investment trust	**	822,221
*	Fidelity Managed Income Portfolio Class 1	Collective investment trust	**	681,046
*	Fidelity Government Money Market Fund	Mutual fund	**	21,176
				<u>331,593,956</u>
*	Notes receivable from participants	Interest rates from 4.25% to 10.25% with maturities through October 2033	-	<u>2,105,948</u>
				<u>\$ 333,699,904</u>

* Indicated party-in-interest to the Plan

** Cost information has been omitted for participant-directed investments