

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

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [X] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [] Form 5558 [X] 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: IRR SUPPLY CENTERS, INC. EMPLOYEE STOCK OWNERSHIP PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 04/01/1998
2a Plan sponsor's name (employer, if for a single-employer plan): IRR SUPPLY CENTERS, INC.
2b Employer Identification Number (EIN): 16-0908961
2c Plan Sponsor's telephone number: 716-692-1600
2d Business code (see instructions): 423700

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.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include: 1. Filed with authorized/valid electronic signature, 08/28/2025, MICHAEL SAMULSKI; 2. Signature of plan administrator; 3. Filed with authorized/valid electronic signature, 08/28/2025, MICHAEL SAMULSKI; 4. Signature of employer/plan sponsor; 5. Signature of DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> 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 c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	203
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)	162
	6a(2)	147
	6b	9
	6c	29
	6d	185
	6e	1
	6f	186
	6g(1)	203
6g(2)	186	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
20 2Q

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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> 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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan IRR SUPPLY CENTERS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 IRR SUPPLY CENTERS, INC.	D Employer Identification Number (EIN) 16-0908961

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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	6905	10000
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3722170	4174330
(2) U.S. Government securities	1c(2)	4488847	5278562
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	2803768	2755445
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	5032169	4849926
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	29262063	26806182
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	45315922	43874445
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	45315922	43874445

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)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1935	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		1935
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	1230784	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	648921	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		1879705
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	5660949	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	5664063	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		-3114
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	3168755	
(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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		5047281

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6474341	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		6474341
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	14417	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		14417
j Total expenses. Add all expense amounts in column (b) and enter total	2j		6488758

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-1441477
l Transfers of assets:			
(1) To this plan	2l(1)		
(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: **TRONCONI SEGARRA & ASSOCIATES LLP**

(2) EIN: **04-3728817**

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.)		X	
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.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>IRR SUPPLY CENTERS, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>IRR SUPPLY CENTERS, INC.</u>	D Employer Identification Number (EIN) <u>16-0908961</u>	

Part I	Distributions
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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): _____		
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.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Part III	Amendments
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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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
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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.
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10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

**Irr Supply Centers, Inc.
Employee Stock Ownership Plan**

**Financial Statements
and Supplemental Schedules**

December 31, 2024 and 2023

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Financial Statements
and Supplemental Schedules

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Independent Auditors' Report

To the Trustees of the
Irr Supply Centers, Inc.
Employee Stock Ownership Plan
North Tonawanda, New York

Opinion

We have audited the accompanying financial statements of the Irr Supply Centers, Inc. Employee Stock Ownership Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, 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.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

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 *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 auditors' 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 an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Supplementary Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) and schedule of reportable transactions are presented for the purpose 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 the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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 auditing standards generally accepted in the United States of America.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including the 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 information is fairly stated in all material respects in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Tronconi Segana & Associates LLP

Williamsville, New York
August 26, 2025

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
<i>Irr Supply Centers, Inc.</i>		
<i>Common Stock, at fair value</i>	\$ 26,806,182	\$ 29,262,063
<i>Non-Interest Bearing Cash</i>	10,000	6,905
<i>Other Investments, at fair value</i>	17,058,263	16,046,954
Total assets	43,874,445	45,315,922
Net assets available for benefits	\$ 43,874,445	\$ 45,315,922

See independent auditors' report and notes to financial statements.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Statements of Changes in Net Assets Available for Benefits
for the years ended December 31, 2024 and 2023

	2024	2023
<i>Additions to Net Assets Attributed to</i>		
Dividends and interest	\$ 1,881,640	\$ 1,931,789
Net appreciation in fair value of investments	3,165,641	5,796,650
Other income	0	2,104
	5,047,281	7,730,543
<i>Deductions from Net Assets Attributed to</i>		
Benefits paid to participants	6,474,341	8,257,505
Administrative expenses	14,417	13,859
	6,488,758	8,271,364
Transfer of assets to Irr Supply Centers, Inc. 401(k) Profit Sharing Retirement Plan	0	10,923
Net decrease	(1,441,477)	(551,744)
<i>Net Assets Available for Benefits</i>		
Beginning of year	45,315,922	45,867,666
End of year	\$ 43,874,445	\$ 45,315,922

See independent auditors' report and notes to financial statements.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements

1. Description of the Plan

The following description of the Irr Supply Centers, Inc. Employee Stock Ownership Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General– Irr Supply Centers, Inc. (“Plan Administrator”) established the Irr Supply Centers, Inc. Employee Stock Ownership Plan effective as of April 1, 1998. The Plan operates as an employee stock ownership plan (“ESOP”) and is designed to comply with Section 4975(e)(7) and the regulations there under of the Internal Revenue Code of 1986, as amended (“Code”) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Board of Trustees is responsible for oversight of the Plan, determining the appropriateness of the Plan’s investment offerings and monitoring investment performance. The Plan was established to provide employees with the opportunity to accumulate capital ownership in the Plan Administrator. Effective April 1, 2020, participation in the Plan was frozen to new entrants. Effective April 1, 2021, the Plan document was amended to change the Plan’s fiscal year end from March 31 to December 31.

Funding Policy– The Plan Administrator may make discretionary contributions of cash or shares of the Plan Administrator’s common stock. The contributions are then allocated to the participant accounts based on eligible compensation. The contributions may not be more than 25% of covered compensation. The Plan Administrator did not make any contributions for the years ended December 31, 2024 and 2023. Employee contributions are not permitted.

Participant Accounts– The Plan is a defined contribution plan under which a separate individual account is established for each participant. Only those participants who are qualified participants of the Plan Administrator, participants who are employed by the Plan Administrator as of the last day of the plan year and have completed 1,000 hours of service will receive an allocation. Plan earnings are allocated to each participant’s account based on the ratio of the participant’s account balance. Dividends on the investment of Irr Supply Centers, Inc. common stock are allocated to participant accounts based upon the number of shares held by the shareholders of record on the date the dividends are declared.

Vesting– Participants vest 20 percent per year, commencing during their second year of service and are 100 percent vested after six years of service, as defined in the Plan document. Vesting is immediate upon death, termination of employment due to disability, or attainment of retirement age, as defined in the Plan document. As of December 31, 2024, all participants in the plan are 100% vested in their respective account balances.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Put Option – Under federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trade limitations, must include a put option. The put option is a right to demand that the Plan Administrator buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current value of the stock. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Payment of Benefits – Benefits are payable upon termination of employment, death, permanent disability or retirement for participants who have attained their normal retirement date, early retirement date or disability retirement date, as defined in the Plan document. For participants who are of retirement age, benefits are distributed beginning in the year following termination of employment as a lump sum or in installment payments over a number of years. For participants who are not of retirement age, benefits are distributed in the year following one full year of separation of employment as a lump sum. Distributions may be deferred to a later date at the request of the participant. For accounts less than \$5,000, a lump sum payment is made in the year following termination or retirement. If a participant has not attained retirement age, benefits payable to a participant's designated beneficiary upon death are distributed in a lump sum payment by December 31 of the calendar year which includes the fifth anniversary of the participant's death.

Diversification – Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Plan Administrator stock into investments which are more diversified.

Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may elect annually to diversify up to 25 percent of the total number of shares allocated to his or her account, less any shares previously diversified. If a participant is at least 60 years of age, they may elect to diversify up to 50 percent of the total shares allocated to his or her account. In the sixth year for all eligible participants, the percentage changes to 50 percent. Investments which participants have elected to diversify are sold at the current fair value, with proceeds of the sale transferred to another defined contribution plan maintained by the Plan Administrator. Diversifications totaled \$0 and \$10,923 for the years ended December 31, 2024 and 2023, respectively.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Voting Rights – For certain Plan Administrator matters, each participant is entitled to direct the Trustees to exercise voting rights attributable to the shares allocated to his or her accounts. In such an event, each participant is entitled to instruct the Trustees as to the manner in which any shares of the Plan Administrator’s stock allocated to his or her Plan Administrator stock account will be voted.

Tax Status – The Internal Revenue Service has determined, and informed the Plan Administrator by a letter dated September 26, 2013, that the Plan and related trust are designed in accordance with applicable sections of the Code. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable provisions of the Code and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Plan Termination – Although it has not expressed any intent to do so, the Plan Administrator reserves the right to terminate the Plan at any time, subject to Plan provisions. Upon such termination of the Plan, the participants become fully vested in their accounts.

2. Summary of Significant Accounting Policies

Basis of Accounting – The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Valuation of Investments and Income Recognition – The investments in the Plan 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. See Note 5 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Dividends and interest are recorded on the ex-dividend date. Net appreciation includes the Plan’s gains and losses on shares bought and sold as well as held during the year.

Payment of Benefits – Benefits are recorded when paid.

Administrative Expenses – Certain expenses of maintaining the Plan, including investment advisory and certain actuarial services, are paid directly by the Plan Administrator and are excluded from these financial statements. Investment expenses related to fund management are included in net appreciation in fair value of investments, as they are paid through revenue sharing, rather than a direct payment from the Plan.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

2. Summary of Significant Accounting Policies (continued)

Risks and Uncertainties – The Plan invests in various investments, which are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants’ account balances and the amounts reported in the statements of net assets available for benefits.

Use of Estimates – The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent Events – The Plan has evaluated subsequent events, for recognition or disclosure, through August 26, 2025, the date the accompanying financial statements were available to be issued, and determined that no additional recognition or disclosure was required.

3. Administration of Plan Assets

Investments in the Plan Administrator’s common stock are held by the Trustees of the Plan. Other investments are held by Charles Schwab & Co., Inc. (“Charles Schwab”), current custodian of the Plan. These investments were previously held by TD Ameritrade Institutional (TD Ameritrade), former custodian of the Plan, and were transferred to Charles Schwab during the year ended December 31, 2023. Plan Administrator contributions are held and managed by the Plan Administrator, which invests cash received, interest, and dividend income and makes distributions to participants. Certain administrative responsibilities are performed by officers or employees of the Plan Administrator. No such officer or employee receives compensation from the Plan.

4. Investments

The Plan’s investment in Irr Supply Centers, Inc. common stock at December 31, 2024 and 2023, is as follows:

	2024	2023
Number of Shares	3,439,777	4,132,476
Cost	\$ 4,688,210	\$ 5,632,317
Fair Value	\$ 26,806,182	\$ 29,262,063

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

4. Investments (continued)

The other investments account consists of the following and has been allocated to participants:

	2024	2023
Money market mutual funds	\$ 670,863	\$ 551,985
Mutual funds	4,849,926	5,032,169
Exchange traded funds	2,755,445	2,803,768
U.S. government securities	5,278,562	4,488,847
Certificates of deposit	3,503,467	3,170,185
	\$ 17,058,263	\$ 16,046,954

5. Fair Value Measurements

ASC 820, *Fair Value Measurements*, establishes a framework for measuring fair value. That framework 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 below:

- **Level 1** – Unadjusted quoted prices in active markets for identical, unrestricted assets or liabilities that are accessible at the measurement date.
- **Level 2** – Quoted prices for similar assets or liabilities in active markets or quoted prices for identical or similar assets or liabilities in markets that are not active. This level also includes inputs other than quoted prices that are observable, either directly or indirectly, for substantially the full term through corroboration with observable, independent market data. This includes investments valued at quoted prices adjusted for legal or contractual restrictions specific to the security.
- **Level 3** – Pricing inputs are unobservable for the asset or liability. That is, inputs that reflect the reporting entity’s own assumptions about the assumptions that market participants would use in pricing the asset or liability.

The asset or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

The following is a description of the valuation methodologies used for assets measured at fair value:

Money Market Mutual Funds: Valued at the daily closing price as reported by the fund. Money market mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission (“SEC”) that generally transact at a stable \$1.00 net asset value (“NAV”) representing its estimated fair value. On a daily basis, the fund’s NAV is determined by the fund based on the amortized cost of the fund’s underlying investments.

Registered Investment Companies: Registered investment companies include mutual funds and exchange traded funds and are valued at the daily closing price as reported by the fund. Funds held by the Plan are open-end funds that are registered with the SEC. These funds are required to publish their daily NAV and to transact at that price. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. The funds held by the Plan are deemed to be actively traded.

U.S. Government Securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Certificates of Deposit: Valued at the net present value of the expected cash flows assuming no unusual market conditions or discount for the creditworthiness of the issuer.

Irr Supply Centers, Inc. Common Stock: The fair value of the Plan Administrator’s common stock held by the Plan is valued at fair value based upon an independent appraisal using the capitalization of debt-free income approach.

There have been no changes in the methodologies used at December 31, 2024 and 2023.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

The following tables present information about the investments measured at fair value on a recurring basis as of December 31, 2024 and 2023, and indicates the levels of the fair value hierarchy utilized to determine such fair value:

	December 31, 2024		
	Quoted Prices in Active Markets (Level 1)	Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Investment in Irr Supply			
Centers, Inc. common stock	\$ 0	\$ 0	\$ 26,806,182
Money market mutual funds	670,863	0	0
Mutual funds	4,849,926	0	0
Exchange traded funds	2,755,445	0	0
U.S. government securities	0	5,278,562	0
Certificates of deposit	0	3,503,467	0
	\$ 8,276,234	\$ 8,782,029	\$ 26,806,182

	December 31, 2023		
	Quoted Prices in Active Markets (Level 1)	Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
Investment in Irr Supply			
Centers, Inc. common stock	\$ 0	\$ 0	\$ 29,262,063
Money market mutual funds	551,985	0	0
Mutual funds	5,032,169	0	0
Exchange traded funds	2,803,768	0	0
U.S. government securities	0	4,488,847	0
Certificates of deposit	0	3,170,185	0
	\$ 8,387,922	\$ 7,659,032	\$ 29,262,063

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

The following table presents information about the investment in Irr Supply Centers, Inc. common stock. The valuation was based upon weighted average of income and asset valuation techniques consistent with prior years as illustrated in the following table:

Instrument	Fair Value at December 31, 2024	Principal Valuation Technique	Unobservable Inputs
Irr Supply Centers, Inc. Common Stock	\$ 26,806,182	Capitalization of debt-free income approach	Cost of equity Expected growth rate of income base Cost of debt Weighting cost of equity and debt Weighted average cost of capital
		Value of non-operating assets	Marketability discount

The valuation process involves the selection of an independent appraiser on an annual basis. Plan management accumulates the data for the appraiser from historical and projected financial information of Irr Supply Centers, Inc. As a result of the Plan holding a minority interest in the common stock holdings of the Plan Administrator, a minority interest discount of 10% was applied to the Plan shares. The appraiser's report is reviewed and approved by Plan management and the Board of Trustees.

The methods described in the table above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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 December 31, 2024.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

5. Fair Value Measurements (continued)

The following is a summary of purchases and sales of Irr Supply Centers, Inc. common stock by the Plan during the years ended December 31, 2024 and 2023, respectively.

	2024	2023
Shares purchased at fair value (-0- shares in both current and prior periods)	\$ <u>0</u>	\$ <u>0</u>
Shares sold (693 and 875 shares during the years ended December 31, 2024 and 2023, respectively)	\$ <u>(4,905,002)</u>	\$ <u>(5,234,142)</u>

6. Related-Party and Party-in-Interest Transactions

The Plan invests in Plan Administrator stock. In addition, the Plan Administrator performs various administrative functions for the Plan. These are related-party and party-in-interest transactions. There were no fees paid by the Plan to the Plan Administrator for the years ended December 31, 2024 and 2023. The Plan Administrator paid dividends of \$1,230,784 and \$1,472,524 to the Plan for the years ended December 31, 2024 and 2023, respectively.

Investment and other advisory services are provided to the Plan by Courier Capital Corporation. As such, transactions with this service provider qualify as party-in-interest transactions. Fees paid by the Plan to this service provider amounted to \$14,417 and \$13,859 for the years ended December 31, 2024 and 2023, respectively.

Certain Plan investments are shares of a money market fund managed by TD Ameritrade, former custodian of the Plan, which were transferred to Charles Schwab during the year ended December 31, 2023 and, therefore, transactions within these investment funds qualify as party-in-interest transactions. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments, as they are paid through revenue sharing, rather than a direct payment from the Plan.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Notes to Financial Statements (continued)

7. Reconciliation to Form 5500

The accompanying financial statements, which are prepared in accordance with U.S. GAAP, calculate realized gains and losses on sales of securities and unrealized gains and losses (change in market value on securities held at year-end) using historical cost. However, Form 5500, Annual Return/Report of Employee Benefit Plan, requires the calculation of such gains and losses to be measured on the basis of revalued cost on Schedule H. Revalued cost is calculated based on the market value of a security on the first day of the fiscal year plus the cost of any current year purchases, less the beginning market value of any current year sales. In total, however, the financial statement calculation of gains and losses and the calculation for Form 5500 are the same.

Supplemental Schedules

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500, Schedule H, Line 4i
Schedule of Assets (Held at End of Year)
December 31, 2024

EIN # 16-0908961
Plan #002

(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
*	Irr Supply Centers, Inc.	Employer common stock	\$ 4,688,210	\$ 26,806,182
Exchange Traded Funds				
	ISHS	International Small Equity	373,083	359,438
	SPDR	S&P 500 Growth	697,844	1,047,944
	Vanguard	Value Fund	769,341	1,009,197
	Vanguard	FTSE Europe	303,668	338,866
			\$ 2,143,936	\$ 2,755,445
Mutual Funds				
	BlackRock	Mid Cap Growth	328,061	367,038
	Dodge & Cox	International Stock	328,459	356,308
	Fidelity	Small Cap Growth	311,116	356,274
	Goldman Sachs	Emerging Markets	176,172	151,167
	Janus Henderson	Small Cap	329,650	337,089
	John Hancock	Disciplined Value	964,923	973,760
	John Hancock	Disciplined Value Mid Cap	305,838	312,570
	JP Morgan	Emerging Markets	198,660	156,360
	Nuveen	Large Cap Growth	820,316	1,069,801
	Principal	Global Real Estate	435,390	423,129
	William Blair	International Growth	405,990	346,430
			\$ 4,604,575	\$ 4,849,926
Money Market Mutual Funds				
*	TD Bank	Insured Deposit Account	\$ 670,863	\$ 670,863
			\$ 670,863	\$ 670,863
Certificates of Deposit				
	American Express	Bank CD 4.600% 05/26/2026	200,000	201,328
	Associated Bank	Bank CD 4.400% 05/15/2025	200,000	200,038
	Bank of America	Bank CD 4.000% 02/17/2026	200,000	199,664
	Barclays	Bank CD 4.700% 07/20/2026	100,000	100,914
	BMO Harris	Bank National Association CD 4.850% 05/27/2025	200,000	200,457
	Capital One	Bank (USA) CD 3.400% 07/07/2025	100,000	99,570
	Capital One	Bank CD 4.600% 06/01/2026	100,000	100,680
	CIBC	Bank (USA) CD 4.850% 11/25/2025	200,000	201,196
	Citizens Bank	Bank CD 3.750% 08/21/2029	200,000	198,515
	Customers Bank	Bank CD 3.850% 08/16/2027	200,000	199,565
	Discover	Bank CD 3.100% 06/02/2025	100,000	99,527
	Discover	Bank CD 3.300% 07/07/2025	100,000	99,506
	Goldman Sachs	Bank CD 4.150% 08/20/2025	100,000	99,924
	JP Morgan Chase	Bank CD 3.000% 06/17/2025	100,000	99,405
	Merrick Bank	Bank CD 3.800% 08/21/2028	200,000	199,246
	Morgan Stanley	Private Bank CD 4.600% 05/26/2026	100,000	100,664
	Morgan Stanley	Private Bank CD 4.050% 09/30/2026	100,000	99,618
	Pinnacle Bank	Bank CD 4.600% 05/08/2026	200,000	201,295
	Sallie Mae	Bank CD 5.050% 07/21/2025	100,000	100,432
	Sallie Mae	Bank CD 3.350% 08/25/2025	100,000	99,422
	Safra	Bank CD 4.250% 08/15/2025	200,000	199,967
	Toyota	Toyota Financial Savings Bank CD 4.200% 07/25/2029	100,000	100,991
	UBS	UBS Bank CD 4.200% 07/24/2029	100,000	101,146
	Wells Fargo	Bank CD 4.850% 05/05/2025	200,000	200,397
			\$ 3,500,000	\$ 3,503,467

See independent auditors' report.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500, Schedule H, Line 4i
Schedule of Assets (Held at End of Year) (continued)
December 31, 2024

EIN # 16-0908961
Plan #002

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
<i>U.S. Government Securities</i>				
US Department of the Treasury	US Treasury Notes 4.125% Due 01/31/2025	99,973	99,969	
US Department of the Treasury	US Treasury Notes 4.625% Due 02/28/2025	199,819	200,062	
US Department of the Treasury	US Treasury Notes 3.875% Due 04/30/2025	197,706	199,688	
US Department of the Treasury	US Treasury Notes 4.250% Due 05/31/2025	99,503	99,969	
US Department of the Treasury	US Treasury Notes 4.500% Due 11/15/2025	199,418	200,375	
US Department of the Treasury	US Treasury Notes 3.875% Due 01/15/2026	99,714	99,656	
US Department of the Treasury	US Treasury Notes 4.000% Due 02/15/2026	199,592	199,468	
US Department of the Treasury	US Treasury Notes 3.625% Due 05/15/2026	197,250	198,344	
US Department of the Treasury	US Treasury Notes 4.375% Due 08/15/2026	199,872	200,375	
US Department of the Treasury	US Treasury Notes 3.750% Due 08/31/2026	199,528	198,468	
US Department of the Treasury	US Treasury Notes 3.500% Due 09/30/2026	99,962	98,766	
US Department of the Treasury	US Treasury Notes 4.125% Due 10/31/2026	99,991	99,797	
US Department of the Treasury	US Treasury Notes 4.625% Due 11/15/2026	199,578	201,312	
US Department of the Treasury	US Treasury Notes 4.250% Due 11/30/2026	199,908	200,000	
US Department of the Treasury	US Treasury Notes 4.375% Due 12/15/2026	398,722	401,000	
US Department of the Treasury	US Treasury Notes 4.250% Due 12/31/2026	99,839	100,016	
US Department of the Treasury	US Treasury Notes 4.125% Due 02/15/2027	99,877	99,734	
US Department of the Treasury	US Treasury Notes 4.500% Due 05/15/2027	99,709	100,516	
US Department of the Treasury	US Treasury Notes 4.625% Due 06/15/2027	99,905	100,859	
US Department of the Treasury	US Treasury Notes 4.375% Due 07/15/2027	199,866	200,562	
US Department of the Treasury	US Treasury Notes 3.750% Due 08/15/2027	199,663	197,500	
US Department of the Treasury	US Treasury Notes 3.375% Due 09/15/2027	99,816	97,734	
US Department of the Treasury	US Treasury Notes 3.875% Due 10/15/2027	99,992	98,969	
US Department of the Treasury	US Treasury Notes 4.125% Due 11/15/2027	99,925	99,594	
US Department of the Treasury	US Treasury Notes 4.000% Due 12/15/2027	199,346	198,500	
US Department of the Treasury	US Treasury Notes 4.125% Due 07/31/2028	99,799	99,328	
US Department of the Treasury	US Treasury Notes 4.375% Due 08/31/2028	199,778	200,218	
US Department of the Treasury	US Treasury Notes 4.500% Due 05/31/2029	99,765	100,516	
US Department of the Treasury	US Treasury Notes 4.250% Due 06/30/2029	199,279	198,969	
US Department of the Treasury	US Treasury Notes 4.000% Due 07/31/2029	99,458	98,469	
US Department of the Treasury	US Treasury Notes 3.625% Due 08/31/2029	99,909	96,875	
US Department of the Treasury	US Treasury Notes 3.500% Due 09/30/2029	99,914	96,266	
US Department of the Treasury	US Treasury Notes 4.125% Due 10/31/2029	99,942	98,891	
US Department of the Treasury	US Treasury Notes 4.125% Due 11/30/2029	199,356	197,813	
US Department of the Treasury	US Treasury Notes 4.375% Due 12/31/2029	99,543	99,984	
		<u>\$ 5,285,217</u>	<u>\$ 5,278,562</u>	
	Total investments	<u>\$ 20,892,801</u>	<u>\$ 43,864,445</u>	

* The above represents a party-in-interest as defined by ERISA.

See independent auditors' report.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500 Schedule H, Line 4j
Schedule of Reportable Transactions
For the Year Ended December 31, 2024

EIN # 16-0908961

Plan #002

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
* Irr Supply Centers, Inc.	Common Stock	\$ -	\$ 4,905,002	\$ -	\$ -	\$ 944,107	\$ 4,905,002	\$ 3,960,895
US Treasury Bill Due 04/23/2024	US Government Security	1,574,794	-	-	-	1,574,794	1,574,794	-
US Treasury Bill Due 04/23/2024	US Government Security	-	1,600,000	-	-	1,574,794	1,600,000	25,206

*The above named is a party-in-interest

See independent auditors' report.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500, Schedule H, Line 4i
Schedule of Assets (Held at End of Year)
December 31, 2024

EIN # 16-0908961
Plan #002

(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
*	Irr Supply Centers, Inc.	Employer common stock	\$ 4,688,210	\$ 26,806,182
Exchange Traded Funds				
	ISHS	International Small Equity	373,083	359,438
	SPDR	S&P 500 Growth	697,844	1,047,944
	Vanguard	Value Fund	769,341	1,009,197
	Vanguard	FTSE Europe	303,668	338,866
			<u>\$ 2,143,936</u>	<u>\$ 2,755,445</u>
Mutual Funds				
	BlackRock	Mid Cap Growth	328,061	367,038
	Dodge & Cox	International Stock	328,459	356,308
	Fidelity	Small Cap Growth	311,116	356,274
	Goldman Sachs	Emerging Markets	176,172	151,167
	Janus Henderson	Small Cap	329,650	337,089
	John Hancock	Disciplined Value	964,923	973,760
	John Hancock	Disciplined Value Mid Cap	305,838	312,570
	JP Morgan	Emerging Markets	198,660	156,360
	Nuveen	Large Cap Growth	820,316	1,069,801
	Principal	Global Real Estate	435,390	423,129
	William Blair	International Growth	405,990	346,430
			<u>\$ 4,604,575</u>	<u>\$ 4,849,926</u>
Money Market Mutual Funds				
*	TD Bank	Insured Deposit Account	\$ 670,863	\$ 670,863
			<u>\$ 670,863</u>	<u>\$ 670,863</u>
Certificates of Deposit				
	American Express	Bank CD 4.600% 05/26/2026	200,000	201,328
	Associated Bank	Bank CD 4.400% 05/15/2025	200,000	200,038
	Bank of America	Bank CD 4.000% 02/17/2026	200,000	199,664
	Barclays	Bank CD 4.700% 07/20/2026	100,000	100,914
	BMO Harris	Bank National Association CD 4.850% 05/27/2025	200,000	200,457
	Capital One	Bank (USA) CD 3.400% 07/07/2025	100,000	99,570
	Capital One	Bank CD 4.600% 06/01/2026	100,000	100,680
	CIBC	Bank (USA) CD 4.850% 11/25/2025	200,000	201,196
	Citizens Bank	Bank CD 3.750% 08/21/2029	200,000	198,515
	Customers Bank	Bank CD 3.850% 08/16/2027	200,000	199,565
	Discover	Bank CD 3.100% 06/02/2025	100,000	99,527
	Discover	Bank CD 3.300% 07/07/2025	100,000	99,506
	Goldman Sachs	Bank CD 4.150% 08/20/2025	100,000	99,924
	JP Morgan Chase	Bank CD 3.000% 06/17/2025	100,000	99,405
	Merrick Bank	Bank CD 3.800% 08/21/2028	200,000	199,246
	Morgan Stanley	Private Bank CD 4.600% 05/26/2026	100,000	100,664
	Morgan Stanley	Private Bank CD 4.050% 09/30/2026	100,000	99,618
	Pinnacle Bank	Bank CD 4.600% 05/08/2026	200,000	201,295
	Sallie Mae	Bank CD 5.050% 07/21/2025	100,000	100,432
	Sallie Mae	Bank CD 3.350% 08/25/2025	100,000	99,422
	Safra	Bank CD 4.250% 08/15/2025	200,000	199,967
	Toyota	Toyota Financial Savings Bank CD 4.200% 07/25/2029	100,000	100,991
	UBS	UBS Bank CD 4.200% 07/24/2029	100,000	101,146
	Wells Fargo	Bank CD 4.850% 05/05/2025	200,000	200,397
			<u>\$ 3,500,000</u>	<u>\$ 3,503,467</u>

See independent auditors' report.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500, Schedule H, Line 4i
Schedule of Assets (Held at End of Year) (continued)
December 31, 2024

EIN # 16-0908961
Plan #002

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
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	US Department of the Treasury	US Treasury Notes 4.125% Due 01/31/2025	99,973	99,969
	US Department of the Treasury	US Treasury Notes 4.625% Due 02/28/2025	199,819	200,062
	US Department of the Treasury	US Treasury Notes 3.875% Due 04/30/2025	197,706	199,688
	US Department of the Treasury	US Treasury Notes 4.250% Due 05/31/2025	99,503	99,969
	US Department of the Treasury	US Treasury Notes 4.500% Due 11/15/2025	199,418	200,375
	US Department of the Treasury	US Treasury Notes 3.875% Due 01/15/2026	99,714	99,656
	US Department of the Treasury	US Treasury Notes 4.000% Due 02/15/2026	199,592	199,468
	US Department of the Treasury	US Treasury Notes 3.625% Due 05/15/2026	197,250	198,344
	US Department of the Treasury	US Treasury Notes 4.375% Due 08/15/2026	199,872	200,375
	US Department of the Treasury	US Treasury Notes 3.750% Due 08/31/2026	199,528	198,468
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	US Department of the Treasury	US Treasury Notes 4.125% Due 11/15/2027	99,925	99,594
	US Department of the Treasury	US Treasury Notes 4.000% Due 12/15/2027	199,346	198,500
	US Department of the Treasury	US Treasury Notes 4.125% Due 07/31/2028	99,799	99,328
	US Department of the Treasury	US Treasury Notes 4.375% Due 08/31/2028	199,778	200,218
	US Department of the Treasury	US Treasury Notes 4.500% Due 05/31/2029	99,765	100,316
	US Department of the Treasury	US Treasury Notes 4.250% Due 06/30/2029	199,279	198,969
	US Department of the Treasury	US Treasury Notes 4.000% Due 07/31/2029	99,458	98,469
	US Department of the Treasury	US Treasury Notes 3.625% Due 08/31/2029	99,909	96,875
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	US Department of the Treasury	US Treasury Notes 4.125% Due 11/30/2029	199,356	197,819
	US Department of the Treasury	US Treasury Notes 4.375% Due 12/31/2029	99,543	99,984
			<u>\$ 5,285,217</u>	<u>\$ 5,278,562</u>
		Total investments	<u>\$ 20,892,801</u>	<u>\$ 43,864,445</u>

* The above represents a party-in-interest as defined by ERISA.

See independent auditors' report.

Irr Supply Centers, Inc.
Employee Stock Ownership Plan
Form 5500 Schedule H, Line 4j
Schedule of Reportable Transactions
For the Year Ended December 31, 2024

EIN # 16-0908961
Plan #002

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
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US Treasury Bill Due 04/23/2024	US Government Security	-	1,600,000	-	-	1,574,794	1,600,000	25,206

*The above named is a party-in-interest

See independent auditors' report.